

## Job Definition

**The Lloyd Park Children's Charity Vision:** We will keep working until every child has the best start in life

**Our Charitable Mission:** Our Charity builds brighter futures for children and families in our community

<b>Role Title</b>	<b>Senior Playworker Part time</b>
<b>Location</b>	<b>London Borough of Waltham Forest</b>
<b>Reports to</b>	<b>Centre Manager</b>

**Mission:** Responsible for the day to day leadership and management of high quality learning and development within a safe and secure childcare environment.

What is the job's core purpose?	Lead and take responsibility for the day to day delivery of the After School provision and statutory duties to provide high quality play, care and education experiences that support every child to reach their full potential.
	To ensure safeguarding children is prioritised every day in everything that we do.
	To identify areas for improvement and work with the team and individuals to sustain good or outstanding practice.
	Be an advocate of play based learning and development in an effective and enabling environment.
	To support the SEND team, the Curriculum Manager, other agencies and other senior staff, working as part of a team to ensure that diversity is celebrated and individual needs of children are met with best possible outcomes.
	To support the Centre manager and Senior Leadership Team in implementing the charities vision, mission and strategic objectives.
	To promote clear expectations and provide effective induction and supervision to practitioners covering all functions of supervision: <ul style="list-style-type: none"> <li>1) Promote learning and development (formative)</li> <li>2) Managerial function, relating to policies, procedures, accountability (normative)</li> <li>3) Supportive, to provide a containing space and help promote wellbeing (restorative).</li> </ul>
	Ensure that all staff meet the requirements of their job definition, by conducting regular supervisions.
	To oversee Health and Safety including support of any relevant inspections.
	To implement all policies and procedures and engage in their development.
What constitutes success in this role?	Children thrive, they are safe, secure and have high levels of wellbeing.
	Opportunities for children to learn and develop are good or outstanding and practice is exemplary.
	Employees, students and volunteers enjoy working within the setting, they report effective teamwork and communication, and they are reliable with acceptable attendance.
	Parents play a crucial role in the life of the setting and the care, learning and development of their child. Feedback is positive.

What are the implications of not fulfilling this role?	Statutory duties are compromised.
	Health, care and developmental needs of children are unmet.
	Children are not safe and their wellbeing is at risk.
	Good or outstanding Ofsted Judgement jeopardised.

**OUTCOMES:** What this person needs to accomplish in their role in order of importance and how this will be measured. (note that most roles at whatever level should have between 3 – 8 outcomes)

Key outcomes for the role	Measures
High quality services and continuous improvement is sustained.	Good or outstanding Ofsted judgement, effective quality assurance and implementation of all agreed action plans.
High quality teamwork with exemplary practice.	Team attendance levels are acceptable and employee survey demonstrates: <ul style="list-style-type: none"> <li>• High satisfaction</li> <li>• Effective teamwork and communication</li> <li>• Good practice and hard work is recognised and valued</li> </ul>
Children achieve their full potential	Child questionnaire
Parental engagement and satisfaction levels are high	Parent surveys. Records of parental involvement in the setting.

**SKILLS:** define the context of the skills and how they will be used

Skills Required	How they will be used: E-essential, A-advantageous, D-desirable	
Qualification and Experience.	<p>Qualified to level 4 Children's Care, Learning and Development or equivalent (or working towards) with a demonstrable successful track record of leading and managing play work.</p> <p>Holds a current Paediatric First Aid and Health and Safety certificate.</p> <p>Holds a Equality and Diversity certificate.</p> <p>Holds a Food Hygiene Certificate.</p>	E E E A
Strategic Planning and Implementation	You will lead the team in implementing the charities mission, vision, values and strategic objectives and will contribute towards Self Evaluation and our Outstanding Journey.	E
Safeguarding and Child Protection	<p>You will ensure safeguarding and child protection is prioritised, that the safety, health and welfare of children is paramount at all times.</p> <p>You may take the Designated Lead Safeguarding role.</p>	E D
Delivery of Activities & Curriculum	You will have thorough knowledge of the current statutory guidance, with a passion for excellence and can lead a team in consistent highquality practice.	E
Team Working and Leadership	<p>Leading and working as part of a team you will need good communication skills, flexibility and reliability and the ability to delegate and lead by example.</p> <p>Lead and contribute to regular team meetings.</p>	E E
Organisational skills	You will have to be organised, have good time keeping, able to manage your own workload and will promote organisational skills in your team.	E
Communication	You will be able record and share information and communicate confidently to a range of stakeholders using clear and concise written, verbal and IT methods. You will complete and present reports.	E
Data and confidentiality	You will deal with all data and information sensitively and in line with data protection and safeguarding policies and procedures.	E
Inclusive practice and diversity	You can lead the team in implementing a curriculum that meets individual needs, promotes inclusion and celebrates diversity.	E
Policies and Procedures	<p>You will need to understand and implement the charities policies and procedures.</p> <p>You will take the lead role during incidences and investigations when most senior person in the setting or when a senior requires you to do so.</p>	E E
Continuous Professional Development	You will engage in continuous development and support the development of your team.	E
Working in partnership with parents.	You will ensure that parents play a crucial role in the delivery of services.	E

**COMPETENCIES/TALENTS/BEHAVIOURS:** the way in which someone does something and why they do it that way. This is important when matching to the skills above and for cultural fit.

Safeguarding children is prioritised	E
Promote learning through play	E
Children are central to everything we do	E
Work collaboratively and in partnership	E
Celebrate diversity	E
Promote reflective practice and see every day as an opportunity to learn and grow	E
Communicate professionally with people of all levels	E
Provide a welcoming and friendly environment	E
Ethical – a clear understanding of right and wrong. High integrity and honesty.	E
Performance Oriented – a need to achieve objective and to measure performance.	E
Flexibility – able to respond quickly and easily to changing requirements and priorities	E
Planner – needs to be able to plan and prioritise workload for self and others and understands the importance of meeting agreed targets and outcomes	E
Stimulator/Motivator – an ability to create enthusiasm and energy in others	E

A satisfactory enhanced DBS check is required for this post