



EARLY YEARS ALLIANCE
50 FEATHERSTONE STREET LONDON EC1Y 8RT

Registered as an Educational Charity

JOB DESCRIPTION

JOB TITLE: FLEXIBLE CHILDREN WITH DISABILITIES PRACTITIONER
BASED: AGREED CHILDREN CENTRE
DEPARTMENT: BUSINESS DEVELOPMENT
RESPONSIBLE TO: SENIOR CHILDREN WITH DISABILITIES PRACTITIONER

JOB PURPOSE: To support all children and children and young people with a disability or complex health need, working together for all children, young people and families to be happy, healthy, safe and the best they can be. To achieve this aim, the post holder will: support sessional provision for children and young people aged 0-18 years with disabilities and their families.

SAFEGUARDING REQUIREMENT:

The Early Years Alliance is committed to safeguard and promote the welfare of children and young people. It is a requirement of all staff that they share this commitment and follow the prescribed policy and procedures to continuously promote a culture of safeguarding across the whole organisation.

MAIN DUTIES:

Early Learning Support Provision

1. To support as directed high-quality short break sessions for children with disabilities or complex health need in their early years up until they transition into full time education (Reception Year) while providing parents and caregivers a suitable break from their caring responsibilities.
2. Contribute to and understand the planning of sessions that align to the Early Years Foundation Stage (EYFS) Curriculum, with a focus on closing the attainment gap between CWD and their peers while ensuring children's personal care, and where appropriate health needs are met.
3. Support the planning and provision of sessions that will support children, parents and caregivers, where possible, to fully access mainstream provision, provide information and guidance while sharing key messages alongside ways to support child development and play and learning in an enabling home learning environment.

Targeted Positive Activities

1. Support high-quality short break sessions being community and youth groups and holiday sessions for children and young people with disabilities or complex health needs from 5 to 18 years in local community venues while providing parents and caregivers a suitable break from their caring responsibilities.

2. Contribute and support planning of the sessions providing a range of appropriate and suitable activities in a safe and welcoming environment, led by the preference and ability of the attending comparable with their peers that promote self-confidence and independence whilst remaining suitable and safe for their abilities.
3. Support attendees to live safely in their family home, access their local community, maximise their independence, develop peer group relationships, and help them to reach their full potential encourage self-care, to do things for themselves, as much as they can and enhance their independence.
4. Support the session team to provide personal care to those attending with carrying out intimate care while encouraging self-independence with dignity and care. Providing support with mobility and safe transitions for those using mobility aids and using hoists.

General

1. Support Practitioners to plan, assess and track and monitor children and young people's progress, particularly in relation to relevant outcomes within their Education, Health and Care Plan (EHCP), where applicable, and self-confidence and independence using various tools such as Tapestry.
2. Support parents and caregivers to access advice and support from the Local Offer and promote peer group participation, learning and engagement encouraging mutual support networks to children, young people and their families.
3. Keep abreast of any changes in children and young people's care plans and risk assessments understanding fully with the staff team in relation to any changes or concerns with individual children/young people.
4. Be responsible to understand and adhere to any health and safety checks and risk assessments for venues, ensuring any issues/incidents associated with service provision are reported to the Senior Practitioner following and adhering to all appropriate Health and Safety, Food Hygiene and Food Standards policies and procedures.
5. To participate in quality assurance processes and inspections by Ofsted and any other external bodies following any action plans as a result directed by the Service Manager.
6. To understand and comply with the Early Years Alliance and Lincolnshire County Council Children's Services policies and procedures, including health and safety, and child protection, in a manner that promotes equality of opportunity and access, and fosters anti-discriminatory practice.
7. Carrying out all duties and responsibilities in compliance with the policies and procedures of the Lincolnshire Safeguarding Children's Board.
8. To maintain confidentiality and keep accurate up to date records within data protection guidelines.
9. To complete all relevant Alliance training and LSCP training and attend in-service training and team days across Lincolnshire.

EQUALITIES:

The post-holder must be aware of and respect difference and ensure that children have equality of access to opportunities to learn and develop. They must have an understanding of and commitment to equality of opportunity and anti- racism issues.

POLICIES AND PROCEDURES:

The post-holder must be aware of and comply with all the charity's policies and procedures including those relating to: bribery and corruption, child protection, confidentiality, data protection, health & safety, security and signing agreement and contracts and financial and follow correct reporting procedures.

This job description is not an exhaustive list of duties, and you will also be required to carry out any other duties which may reasonably be required of you in accordance with the needs of the Early Years Alliance. You are also required to be flexible and adaptable with respect to your role.

PERSON SPECIFICATION:

Essential Criteria

1. NVQ Level 3 in Early Years/Childcare, NVQ 3 Youth/Play work or equivalent and/or have relevant demonstrable experience of working with children aged 0-5 years, children with disabilities or complex needs in their early years or 5-18 years.
2. Experience in working with children, young people or adults with a disability or complex health and meeting individual needs.
3. Proven effective communication skills – able to communicate effectively in person and in writing, with professionals, staff, early help, and social care teams and other professional and organisations.
4. Experience of working as an integrated team with other professionals to achieve the best outcomes for children and young people.
5. Be physically able to meet the needs of attendees as the role involves periods of standing, walking, and manual handling.
6. Knowledge and understanding of recognising impact and outcomes and using outcomes measure systems, such as but not limited to, Tapestry and outcomes wheels.
7. Knowledge of the aims, objectives and ethos of Children's Centres, Family Centres, and other national developments of services for children and young people 0-18 years.
8. Good understanding and knowledge of Safeguarding children and young people and relevant safeguarding processes and procedures.
9. Good IT skills including use of Microsoft Office suite, including Word, internet, excel and email.
10. Commitment to Early Years Alliance aims and strategic objectives.
11. Able to demonstrate an understanding and commitment to equal opportunities, inclusion and diversity.
12. Willingness and commitment to continued professional training and development.
13. Able to demonstrate an understanding of the Alliance's performance standards and values.



Desirable Criteria

1. Knowledge and understanding of the process and action of an Education Health and Care plan or EHC Plan.
2. Experience and knowledge in supporting positive behaviour.
3. Fluent in other languages.

TERMS & CONDITIONS:

Grade: Flex
Hourly Rate: £12.90
Annual Leave: £1.55 per hour worked

This post is exempt from the Rehabilitation of Offenders Act (1974) and does require a Disclosure and Barring Service check. Applicants must be prepared to disclose any convictions they may have and any orders which have been made against them. The level of this check is enhanced.

Pension: The table below shows what the base contributions are. You can also choose to give more than the minimum amount should you wish.

Date effective	Employer minimum contribution	Employee minimum contribution	Total minimum contribution
6 April 2019 onwards	3%	5%	8%

JOB DESCRIPTION SIGN OFF

Date issued by Manager:

Name:

Signature:

I confirm that I have received a copy of this job description and have had any questions about it answered.

Name of post holder:

Signature:

Date: