

JOB DESCRIPTION & PERSON SPECIFICATION

Job title: Senior Play Worker for Learning Disability and Autism

GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is an international centre of excellence in child healthcare. GOSH is an acute specialist paediatric hospital with a mission to provide world-class care to children and young people with rare, complex and difficult-to-treat conditions.

Together with our research partner, the UCL Great Ormond Street Institute of Child Health, we form the UK's only academic Biomedical Research Centre specialising in paediatrics. Since its formation in 1852, the hospital has been dedicated to children's healthcare and to finding new and better ways to treat childhood illnesses.

Great Ormond Street Hospital receives nearly 300,000 patient visits (inpatient admissions or outpatient appointments) every year (figures from 2018/19). Most of the children we care for are referred from other hospitals throughout the UK and overseas. There are 60 nationally recognised clinical specialities at GOSH; the UK's widest range of specialist health services for children on one site. More than half of our patients come from outside London and GOSH is the largest paediatric centre in the UK for services including paediatric intensive care and cardiac surgery.

Through carrying out research with the UCL Great Ormond Street Institute of Child Health, University of London and international partners, GOSH has developed a number of new clinical treatments and techniques that are used around the world.

The UK's only academic Biomedical Research Centre (BRC) specialising in paediatrics is a collaboration between GOSH and UCL Great Ormond Street Institute of Child Health. We are a member of University College London (UCL) Partners, joining UCL with a number of other hospitals – an alliance for world-class research benefitting patients.

In partnership with six other NHS trusts, we are the lead provider for North Thames Genomics Medicine Centre, part of the national 100,000 Genomes Project.

Great Ormond Street Hospital at a glance



Great Ormond Street Hospital Culture and Values

The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other.

Our Always Values are that we are:



Diversity & Inclusion

Here at GOSH, we believe that improving lives for our patients begins with improving how we learn, work, and grow as colleagues. So, we're changing. We know that we need to develop a more inclusive culture where everyone feels seen and heard. By growing an ever more diverse workforce, we'll have a greater range of perspectives and knowledge in our GOSH community, meaning that we can provide the children and young people at our hospital with even better care. At GOSH we have opportunities for our staff to engage with colleagues through the following networks: REACH (Race, Ethnicity and Cultural Heritage) ENABLED (Enhancing Abilities & Leveraging Disabilities Network), PRIDE & Women's networks.

Job title	Senior Play Worker for Learning Disability and Autism
Directorate	Nursing and Patient Experience
Band	4
Supervised by	Head of Play Services
Type of contract	Permanent
Hours per week	37.5
Location	Great Ormond Street Hospital
Budgetary responsibility	None
Manages	None

Main purpose of the job

Working within the Play Team and alongside the Learning Disability and Autism Team you will:

- Lead in an area of speciality- learning disabilities; taking opportunities to develop the collective knowledge and disseminating up-to-date learning to the Play Team and wider healthcare team within the hospital.
- Using theoretical knowledge and evidence-based practice to assess, plan, implement and evaluate bespoke play sessions for children with a learning disability and/ or autism.
- To provide the direct link between the Learning Disability and Autism team and the Play Team.
- To triage referrals and disseminate to the appropriate person/team.
- To consult with individual Play Team members, sharing knowledge and best practice for the patient to continue to receive play which meets their individual requirements.
- Design and maintain a safe, play-focused environment where play is led by the patient and can occur naturally.
- Provide play opportunities for the normalisation of hospital attendance as an inpatient or outpatient.
- To share your skills and knowledge with parents and include parents and families in play sessions where appropriate.
- Use your knowledge of child development through to adulthood when selecting recreational / play activities.
- Work alongside and supervise Volunteers and Students.
- To ensure appropriate sensory play equipment is available for those who need it.
- To advise and support Playworkers and Play Specialists across the service in planning and delivering effective play opportunities for patients with a Learning Disability.
- To work flexibly with the Play Team to ensure service provision is consistent and effective.

Key working relationships

Internal: Play Specialists, Playworkers, Head of Play Service, Matron for Learning Disabilities and Autism, Learning Disability and Autism Team, Music Therapists, Doctors, Nurses, Psychologists, Physiotherapists, Occupational Therapists, Social Work and Safeguarding Team, Chaplaincy, Volunteers, Hospital School, Administrative team, GOSH Charity, Students.

External: Families, other hospitals, charities, entertainers, company suppliers

Main duties and responsibilities:

Clinical

- To supervise the content and effectiveness of relevant play support for babies, children, and young people with a learning disability or autism, and to be the first point of contact for referrals
- To design and deliver play activities for individual and groups of babies, children and young people in hospital, according to their specific needs and as part of an overall play plan.
- To seek support to evaluate the effectiveness of play within local area/the service.
- To design and support the creation of caring and safe play environments for babies, children, young people, and their families.
- To encourage and support parents to join in play with their babies/children/young people.
- To respect the individuality, values, cultural and religious diversity of patients and their families, and contribute to the provision of a service sensitive to these needs.
- To organise activities which encourage autonomy and provide the opportunity for parents and patients to spend time independently of each other.
- To encourage choice and decision making to empower the children or young people to have agency over their play and/or recreation activities.
- Ensure that toys and equipment provided are appropriate for the individual and are cleaned routinely in line with the department's infection control policy and cleaning schedules.
- To communicate appropriately with babies, children and young people using their preferred method of communication i.e., Makaton/PECS
- To ensure that activity data is maintained in accordance with the Play Team's data collection schedule.
- To document activity effectively and robustly on EPIC (electronic patient records system).
- To establish communication links with other agencies / hospitals involved with the child /young person.
- To work as a member of the multi-disciplinary team, contributing to patient treatment/care plans.
- To provide play-based observations to influence and support the overall assessment of the child.

Departmental

- To support colleagues flexibly across the Play and Learning Disability and Autism teams as needed.
 - To participate in the delivery of the play service and unit development plans.
 - To adhere to hospital and departmental policies and procedures.
 - To be actively involved in relevant special interest groups.
 - To meet regularly with assigned Learning Disability Nurse and Deputy Head of Play for clinical supervision and support in the role.
 - To attend monthly Play Team and Playworker meetings to share relevant information related to the Trust and the Play department.
 - To be responsible for quality control on resources used by the service.
 - To support best value and sustainability goals and communicate these clearly.
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- To be responsible for maintaining the services play resources, in accordance with Trust health and safety infection control standards.

Personal/professional:

- To apply theoretical knowledge and understanding to professional practice.
- To review and reflect on own practice and performance through effective use of clinical supervision and appraisal.
- To keep records of training attended as part of Personal Development Plan and reflective practice.
- To participate in relevant internal learning opportunities, including the play department's in-service training programme.

Training and Education

- To deliver training session relating to relevant play related topics.
- To participate in the Departments in-service training programmes.
- Where appropriate represent GOSH and the Play Service at conferences and meetings presenting case studies and best practice.
- To participate in the orientation, training and supervision of Students and Volunteers.
- To participate in the training and education of other health care professionals to promote awareness of the benefits of normalising and creative play in hospital, both internally and externally.
- To become a Makaton tutor to broaden out the usage of Makaton across the Trust with support from the Learning Disabilities and Autism team and the Play Team.

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

The GOSH Learning Academy (GLA)

Staff education and training influences every stage of the patient journey. Be it the communication skills of the medical secretary planning a patients' stay, the multi-professional team caring for them on the ward, the leadership skills of our corporate and operational teams, or the administrator planning their transport home – each member of staff needs the up-to-date knowledge, skills, and capabilities to provide our patients with exceptional care. We have a number of opportunities for staff available through the [GOSH Learning Academy](#):

PERSON SPECIFICATION

This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements. Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.

GOSH Culture and Values	Essential	Desirable	Assessment method
Our Always Values <ul style="list-style-type: none"> • Always welcoming • Always helpful • Always expert • Always one team 	E		I/A
<ul style="list-style-type: none"> • Experience of working as part of a diverse team. • Experience of contributing to an inclusive workplace culture. 	E		I/A
Academic/Professional qualification/Training			
<ul style="list-style-type: none"> • NVQ, CACHE, NNEB (Level 3) in Child Care/Play Work or Diploma in Children and Young Peoples Workforce or Early Childhood Studies 	E		A
<ul style="list-style-type: none"> • Basic Secondary Education up to 5 GCSE level or beyond, including English and Math's (GCSE Grade A* - C) 	E		A
<ul style="list-style-type: none"> • Educated to level 5 in relevant subject (Play work/Child Development/Therapeutic Play) •diploma of higher education (DipHE) 		D	A
<ul style="list-style-type: none"> • Level 5 qualifications are - foundation degree, higher national diploma (HND), level 5 award, level 5 certificate, level 5 diploma, level 5 NVQ 		D	A
Experience/Knowledge			



<ul style="list-style-type: none">Significant experience of working with babies, children, and young people with learning disabilities in a play, education or hospital setting.	E		I/A
<ul style="list-style-type: none">Experience of working with children and young people who are non-verbal.	E		I/A
<ul style="list-style-type: none">Knowledge and experience of varying communication methods i.e., Makaton/PECS	E		I/A
<ul style="list-style-type: none">Completed Makaton Training within the last 5 years (any or all levels between 1-4)	E		A
<ul style="list-style-type: none">Experience in working within a diverse team-promoting and celebrating inclusivity within the workplace culture.	E		I/A
<ul style="list-style-type: none">Experience of working with parents, professionals, and teams.	E		I/A
<ul style="list-style-type: none">Experience of team working.	E		I/A
<ul style="list-style-type: none">Knowledge and understanding of child development.	E		I/A
<ul style="list-style-type: none">Understanding and awareness of confidentiality and safeguarding.	E		I/A
<ul style="list-style-type: none">Understanding of professional boundaries and the sensitivities of working with families	E		I/A
<ul style="list-style-type: none">Knowledge of the value of play for children and young people in hospital.	E		I/A
<ul style="list-style-type: none">Documented evidence of continuing professional development.	E		A
Skills/Abilities			
<ul style="list-style-type: none">Ability to work with and provide activities to individual and groups of children and young people.	E		I/A
<ul style="list-style-type: none">Effective verbal and written communication skills	E		I/A
<ul style="list-style-type: none">Understanding of professional boundaries of the role, and to know when to escalate	E		I/A



Great Ormond Street
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NHS Foundation Trust

<ul style="list-style-type: none">• Good organisational skills• Health, safety, and risk awareness.• Documentation and data input skills• IT Skills- for word, excel and teams etc.	E		I/A
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Criteria Key:
Review Method:

Essential: **E**
Application form: **A**

Desirable: **D**
Interview: **I** Test: **T**

