

## Job Profile Information: Stay and Play Worker

This supplementary information for *Stay and Play Worker* is for guidance and must be used in conjunction with the Job Capsule for Job Level 2 Zone 2

### Camden Way Category 2

**It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.**

#### Role Purpose:

*To deliver high quality stay and play services and crèche provision for children under the age of 5 years and their families using the Early Years Foundation Stage Framework, thereby contributing to improved outcomes for children and their families.*

*To contribute to the early and sustained engagement of children and families in the 0-2s focused pathway, especially for those most at risk of poor outcomes.*

*To assist parents in helping their child's learning and development by modelling positive interactions and providing age appropriate play activities.*

*To prevent escalation of need, by identifying children and families with additional needs, signposting and referring to the appropriate services thereby providing effective early intervention.*

*To contribute to the take up of prevention programmes by promoting services and providing information to families, for example, the childhood immunisation programme, free entitlement, healthy start vitamins and healthy eating sessions.*

#### Example outcomes or objectives that this role will deliver:

1. To deliver universal and targeted stay & play sessions and courses for children under the age of 5 years and their families, especially those most at risk of poor outcomes, ensuring children and families with additional needs are signposted and referred to appropriate services e.g. by referring to the locality family support team (early help), 2 year free entitlement scheme, welfare rights and employability services.
2. To ensure the stay and play activities are a balance of adult-led and child-initiated, age-appropriate and meet children's developmental needs taking into consideration their ethnicity, culture language, gender and religion, in line with the Early Years Foundation Stage framework.

3. To deliver Baby Massage courses in line with agreed principles and practice and contribute to the evaluation process.
4. To oversee and facilitate high quality crèche provision for children under the age of 5 years, while their parents/carers are attending for example, training, parenting courses or healthy eating sessions. This may involve working with temporary staff to provide direction and supervision ensuring a quality experience for the children.
5. To facilitate child-minder stay and play drop-ins, working with the Early Years Quality Improvement Team.
6. To regularly check the suitability and safety of play areas and equipment and to work with due regard to the health and safety of the children and for work colleagues and undertake risk assessments as necessary.
7. To understand and implement safeguarding and child protection procedures and to report matters of concern through line management. To attend safeguarding and Team around the Family meetings as needed.
8. To refer and work with children in need of safeguarding and protection and their families according to policy and procedures, ensuring that information is shared appropriately, working together to improve outcomes for the most vulnerable children.
9. To provide a high standard of record keeping in accordance with the relevant procedures and processes for example, session planning, maintaining registers of attendance, accidents and incidents, signposting and referring.
10. To contribute to service development and improvement, for example by collecting parent evaluation, actively taking part in new initiatives or projects delivered through stay and play services.
11. To provide parents with support and guidance on parenting skills such as behaviour management, toileting, sleep and feeding routines.
12. The post holder is expected to work in accordance with the standards, principles and best practice for the delivery of stay and play services set out in the Integrated Early Years' Service Delivering Children's Centre Stay and Play Drop In Services guide.
13. Children's centre services are offered to all local families with children under the age of 5 years (including pre-birth), with a focus on engaging those families and children at most risk of poor outcomes.

**People Management Responsibilities:**

N/A

**Relationships;**

The Stay and Play Worker will have regular contact with families with children under 5 attending stay and play services, engaging the parents in their children's learning and development through play.

As part of a team of Stay and Play workers, the post holder will contribute to discussions around good practice, support colleagues with suggestions for support families and attend the Friday meeting to share information.

To ensure families receive the support they require, the post holder will work closely with, or refer to other services and professionals such as:

- Locality Managers
- Family Support Staff and Managers

- Health colleagues e.g. Midwives, Health Visitors, Speech and Language Therapists, CAMH practitioners, FNP nurses
- Voluntary and Community Sector partners
- EYFS Manager
- Heads of Nursery

**Work Environment:**

- The post holder will be based in a children's centre and will also be required to work from other children's centres and community venues across the borough.
- During periods of change, Stay and Play Workers will be required to be flexible in their role, undertaking new approaches, informed by performance management data such as take-up rates, evidence of outcomes, parent feedback, evidenced based practice and new policy.

**Technical Knowledge and Experience:**

**Essential:**

- Minimum Level 3 in Childcare and Education or similar relevant qualification
- GCSE English and Maths (A-C)

**Desirable:**

- Paediatric First Aid

**KNOWLEDGE**

- Knowledge of the Early Years Foundation Stage Framework
- Knowledge and understanding of Safeguarding Children procedures and how to implement them
- Knowledge of early childhood development (under 5s)
- An understanding of the factors adversely affecting outcomes for children and families and interventions to improve outcomes
- Knowledge and understanding of the barriers some parents experience in accessing services
- Knowledge of how to work in partnership with parents
- Knowledge of Basic Health and Safety to ensure an enabling and safe environment

## **SKILLS**

- Ability to recognise the importance of actively welcoming families to the children's centre and to encourage their sustained engagement in services
- Ability to work with and engage parents in their children's play & learning and to role model quality interactions
- Ability to work alone with group of children and parents to deliver services
- Ability to undertake record keeping to a high standard
- Ability to identify children with developmental delay or additional needs and to refer to appropriate services
- Ability to undertake risk assessment of the play space
- Ability to support parents taking up volunteering opportunities within the stay and play provision
- Ability to use IT including Word, Excel, Outlook, Synergy Connect and Framework 1
- The ability to provide inclusive services, understand the barriers some parents experience in accessing services and to be sensitive and responsive to need

## **EXPERIENCE**

- Experience of group childcare practice and/or delivering stay and play services using the EYFS framework
- Experience of working in partnership with parents to meet child and family needs, either through direct provision or referral to other services

## **Camden Way Five Ways of Working**

*In order to continue delivering for the people of Camden in the face of ever increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.*

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

- Deliver for the people of Camden
- Work as one team
- Take pride in getting it right
- Find better ways
- Take personal responsibility

For further information on the Camden Way please visit by clicking [HERE](#)