

Job Profile

Job Title: Stay and Play Manager

Job Grade: Level 4 Zone 2

Salary Range: £42,687 - £49,515

About Camden

'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all. **To work as part of the locality management team** to support the coordination and delivery of a pathway of universal and targeted children's centre services delivered across the borough, for families with children under the age of 5 years, with a particular focus on 0 - 2s.

About the role

- To lead and manage a team of Stay & Play Workers to deliver inclusive and high-quality stay & play drop-in sessions and crèche provision in children's centres and community settings across the borough.
- To ensure sustained engagement in stay and play services for those most at risk of poor outcomes, maximising the positive impact of services on child and family outcomes.

About you

- A Childcare Early Years qualification at level 3 as a minimum **and** significant management experience in a childcare & early education setting
- A thorough and up to date knowledge of the Early Years Foundation Stage (EYFS) Framework and relevant Ofsted inspection frameworks
- Experience of leading a team, securing high levels of team commitment to consistently deliver high quality services and improve outcomes for mothers, fathers, carers and children
- Experience of defining and achieving shared goals and managing performance, including using data and service user feedback
- Experience of working in complex situations, prioritising effectively, with the ability to adapt, innovate and be solution-focused
- Expert knowledge of children's early learning and development, including children with SEND, and experience of supporting staff to produce session planning for stay & play sessions
- Expert knowledge of quality assurance and improvement processes to create a culture of continuous learning, supporting professional development and celebrating good practice
- Knowledge of safeguarding & child protection procedures and practice
- Knowledge of the Common Assessment Framework (CAF) and the health, social and environmental factors that can adversely affect children and families' well-being and parenting capacity
- Experience of working in partnership with mothers, fathers and carers, with a thorough understanding of the important role of parents in their children's learning
- Experience of managing change programmes, and supporting staff through the process

- Good written and verbal communication skills, including the ability to present ideas and information to colleagues, partners and parents
- Knowledge and experience of leading good practice to support positive adult/child interactions, helping parents and carers to develop their understanding of how to support their child's learning and development
- Experience of working collaboratively with colleagues and partners to identify and promote best practice and to develop relationships across a Stay and Play provider network e.g. schools, health services, VCS, council services both in Camden and beyond
- Experience of developing and implementing procedures and protocols which support delivery and assure high quality operational services and best practice within the resources available
- Experience of using Microsoft Office (outlook, word and excel) confidently and a willingness to learn to use other IT systems e.g. Framework I, SystmOne, EISi.

Work Environment:

The role will require significant time in the children's centres across the borough, observing front-line practice and offering day-to-day advice and guidance to individual team members, as well as engagement with service users. The post holder will be expected to work unaccompanied across the borough and may be required to work outside of office hours. The role requires the ability to work flexibly, undertaking any duties as may be required according to the needs of the IEYS and as directed by the Locality Leader. Networking is required to ensure the integration of national and local policies, new initiatives and best practice relating to children's centres and early years practice & provision.

People Management Responsibilities:

To provide line management to the Stay and Play Workers (approx. 10 FTE)

Relationships:

- IEYS Locality Leaders, Children's Centre multiagency teams, Heads of Nursery, and the Quality Support and Training Team
- Midwifery, CAMH practitioners and Speech and Language Therapy
- Other services across the council, e.g. Health and Well-being Team and Adult & Community Learning and Public Health Team
- Voluntary and Community Sector partners

Settings and schools

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine our corporate services, and we'll redefine what a career can be.

Is this role Politically Restricted?

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

Diversity & Inclusion

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

Agile working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

Asking for Adjustments

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG