



**Job Title:** Special Needs Youth Leader (12 Months Contract)

**Hours:** 37.5 hours a week (Including weekends, evening flexibility required)

**Location:** Harrow

**Salary:** £24,000 per annum

**The role:**

Lead and deliver group and 1:1 based activities within the center and the community for young people, including family home.

Responsibility for play activities and staff within it, ensuring they are performing to the highest standards.

You will ensure every individual child's needs are met.

Speak Up against practices that don't support safeguarding or our Core Values. Get to know the families of children within your sessions, update parents on their child's day and development with invaluable professional feedback. Support the Centre Manager in the team management, programme development and implementation of guidelines.

Create fun and exciting play activities for young people and children with Learning Disabilities; including severe and complex health and communication needs such as autism and ADHD.

Role model and monitor the delivery of rich play learning opportunities and exceptional care that meets individual needs both in the community or the setting.

Ensure that the team are providing an enabling environment that is providing consistent stimulating and inspiring activities for young people in both the indoor and outdoor area as a continuous provision.

Lead, mentor and inspire a team to deliver exceptional care and learning and provide feedback to create a consistent approach of practice. Support the induction of new starters.

Promote the health, safety and welfare of children and employees and families in line with our child protection and health and safety policies and procedures both in the community and our centre. Ensure that community activities are planned and assessed to meet individual needs and safety.

Ensure internal policies and procedures are adhered whilst also meeting the external legislation and guidelines from our governing bodies.

Embrace and promote our Standards in every part of your role. Take pride in your planning observation and assessment procedure. Adhere to our childcare policies. Attend training and meetings to ensure you are always up to date with curriculums / programme requirements.

Challenge any behaviours or practices that go against KCA's expectations.

Be a key player to ensure KCA receives excellent outcomes in internal audits and those of external authorities such as Ofsted.



Create a setting that is clean and welcoming, with well-kept educational resources. Represent the ethos and values of KCA when working in the community and ensure that team members are supported.

Ensure that young people's observations are detailed, reflective and provide developmentally challenging next steps. Ensure we encourage and praise young people's development and achievements.

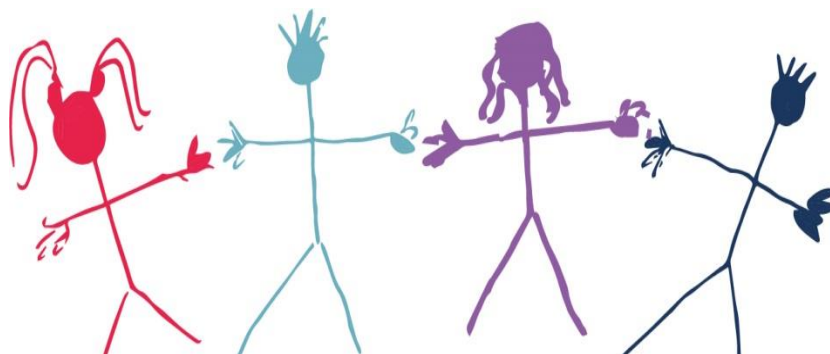
Access community resources that are supportive to young people's needs, appropriately risk assessed and support the development of their independent skills.

Support staff training with children's individual needs, such as their personal health and care needs including eating, using the toilet including nappy changing as well as carrying out specific care needs such as administering medication, tube feeding and undertaking manual handling.

You will be supporting a positive approach towards behaviours that challenge. You will be supporting staff to understand the child's behaviour support plan by demonstrating positive interactions. You will be assessing behavioural needs and develop support plans.

To develop and maintain necessary records, policies and procedures in line with the KCA's standards, maintaining appropriate levels of confidentiality.

**In order to deliver the service effectively a degree of flexibility is needed and the post holder may be required to perform work not specifically referred to the above. Such duties, however, will fall within the scope of the post. The post holder will need to manage a busy service during school holidays and annual leave may be limited during that time.**



## PERSON SPECIFICATION

Qualities	Essential	Assessment Criteria
<b>Education / Qualifications</b>		
1	Ideally a qualification in child care (NVQ) Level 3 or 2. At least 2 years of experience of working in children settings.	Interview qualifications evidence references
<b>Experience</b>		
2	Excellent understanding of ways in which children and young people with or without disabilities need to be supported to reach their potential.	Application, Interview, written test
3	Experience of working with children with or without disabilities and planning within positive play activities.	Application, Interview written test
4	Demonstrable experience of delivering High Standards provision to children and play activities.	Application, Interview
<b>Skills</b>		
5	Visionary approach to planning and delivery of play sessions which are fun, stimulating, inclusive and maximize achievement for children with disabilities.	Application, Interview written test
7	Strong communication and organizational skills. Ability to communicate effectively to a variety of groups such as children, parents, schools and other professionals	Application, Interview
8	Ability to record, monitor and evaluate children's progress and achievement.	Application, Interview
<b>Knowledge</b>		
9	Knowledge of the Keeping Children Safe, Children's Act, Ofsted Standards, Early Years Foundation Stage Curriculum, SEND Act.	Application, Interview
9	Able to deliver high standards in meeting health and safety requirements and an ability to ensure implementation of all relevant health and safety policies, procedures and guidelines.	Application, Interview
10	Vision to achieve good / outstanding ratings under Ofsted.	Application, Interview
<b>Motivation and Disposition</b>		
11	Commitment to equal opportunities, value of early intervention, diversity and social inclusion and how to apply.	Application, Interview
12	Flexible, positive, supportive can-do approach and responsive in a crisis.	Application, Interview