



## **After School Club &/or Holiday Play Scheme Workers**

### **The Opportunity**

For over 20 years, the Winch has run an after school club and holiday play scheme services reaching thousands of children and families. We have delivered a fantastic range of daily play opportunities; including arts, sports, games and educational activities. Our after school club and holiday play scheme caters for children aged 4-11 and runs for 48 weeks of the year.

Play takes many forms and is different for each child. Play is often described as activities that are freely chosen by children. When children play, they express their creativity and engage their imagination. Children respond spontaneously to the discoveries they make, whilst learning through navigating challenges and risks.

If you love working with children, and want the freedom to develop and deliver fun, engaging and creative activities, then this is a role that will inspire you. You will work with an experienced and supportive team of play workers committed to learning through play. We are offering a permanent role, available full or part time.

### **About The Winch**

#### **Every child, from cradle to career.**

Founded in 1972, when local residents repurposed a dilapidated pub for the benefit of the community, The Winch's vision is to transform the life chances of children growing up in north Camden, London. We achieve this by making it our mission to build a cradle to career ecosystem of support; drawing together relationships, opportunities and services around children, young people and their families.

The Winch has developed an innovative, evidence-informed model that is effective in supporting children, young people and families facing multiple disadvantage. Our model works by putting their voices, experiences and aspirations at the heart of our work and doing whatever it takes - over the long term - to ensure they can succeed.

We work collaboratively with partners to reduce fragmentation and stigma in how services are designed and accessed, and to encourage local cooperation. Our model drives the way in which we tackle poverty, exclusion and injustice by 'building a village around the child'.

**We're committed to the following values:**

- Act with integrity
- Be ready for anything
- Go the extra mile
- Show compassion
- Take the initiative
- Work collaboratively

**About You:**

You will be the difference that helps make a difference to children. To achieve our mission, we want to continue to grow as a confident, outward-looking and sustainable organisation committed to the development of the people who make it a success.

With an exciting new strategy in place, a new community facility under construction and a diverse, resourceful staff and support team, we are looking for someone who can engage imaginatively with children aged 4 -11 years old.

You will have the commitment, values and skills to show up to support children on a daily basis. You will help to create an environment in which they can develop, explore and express their own views. You will bring enthusiasm, inspiring children to engage in new opportunities that encourage self-expression, confidence and playful discovery.

You will be flexible and committed to every child's growth, regardless of their starting points in life or their differences. You will help children to learn about themselves, others and the world around them.

Most importantly, you will feel a genuine affinity with our mission and the children we work with and be committed to building an inclusive programme that they and their families can be proud to have in their lives.

<b>Job Title</b>	After School Club and/or Holiday Worker
<b>Salary</b>	£12.00 per hour (London Living Wage)
<b>Contract</b>	Permanent (Flexible part time working hours will be considered based on a minimum of 2 days per week.)
<b>Hours</b>	<p>After School Club Post (37.4 wks.) – 23 hours per week - 2.30pm-6.30pm (Monday-Friday)  There are an additional 3 paid hours per week for team meetings.</p> <p>Holiday Play Scheme Post (9 wks.) – 42.5 hours per week 8.45am – 6.15m (Monday – Friday excluding Bank Holidays)</p>
<b>Start-date</b>	Available for an immediate start
<b>Accountable to</b>	Play Manager
<b>Location</b>	Based at 21 Winchester Road, London, NW3 3NR

## Key Responsibilities

- To plan, prepare and provide a high quality play provision and environment for 4-11 year olds with responsibility for the experiences, wellbeing and safety of children at The Winch.
- To build and deliver a range of arts, crafts, games and sports activities for children.
- To ensure that the provision is age-appropriate, well thought-out and varied, and that it meets all relevant developmental, educational and legal requirements.
- To promote an open, democratic and responsive approach to working with children, parents and carers, staff colleagues and the wider community.
- To drive impact, quality and improvement through planning, preparation, monitoring, evaluation and a focus on reflection, learning and best practice.
- To work collaboratively and corporately with staff and volunteers working in the Play Team and across the Winch.
- To build relationships and partnerships with parents, professionals and other parties to better support children.
- To work with the Play Manager and Deputy Manager and other staff members to deliver the programme, including taking responsibility for administration, organisation and preparation.

## **General Responsibilities**

- Attend and participate in individual, staff and team meetings, supervision and appraisals, as required.
- To undergo training where necessary to gain or improve appropriate skills.
- To work in partnership with other individuals and groups at The Winch.
- To contribute to the dialogue about the identity, ethos and aims of work with children and young people at The Winch.
- Contribute to The Winch's wider strategy.
- Exhibit The Winch's values and positive behaviour at all times.
- Demonstrate commitment to, and take responsibility for, safeguarding children, young people and adults at risk, in the context of your role.
- Take responsibility for your professional development and learning.
- Adhere to all the policies, guidelines and processes of the Winch
- Demonstrate commitment to the principles of justice, equality, diversity and inclusion.
- Act as an ambassador for and champion of the Winch.

## Person Specification.

Essential	Desirable
<p><b><u>Experience</u></b></p> <ul style="list-style-type: none"> <li>• One year + experience of working with children aged 4-11.</li> <li>• Experience of working collaboratively as part of a team.</li> <li>• Planning and delivering diverse and stimulating activities</li> </ul> <p><b><u>Required Skills</u></b></p> <ul style="list-style-type: none"> <li>• The ability to think on your feet and demonstrate high levels of initiative.</li> <li>• Highly motivated, organised and self-reliant.</li> <li>• Able to develop productive and professional relationships with children, parents, staff members and volunteers.</li> <li>• Able to work in a busy and complex environment which is regularly accessed by children and young people who can at times be highly challenging.</li> <li>• Demonstrate and subscribe to the beliefs and values of the organisations as outlined above.</li> <li>• Ability to plan and work independently, and cope under pressure.</li> </ul> <p><b><u>Knowledge and Understanding</u></b></p> <ul style="list-style-type: none"> <li>• Excellent knowledge of and proven ability in safeguarding children at risk.</li> <li>• An ability to understand, develop and explore different ideas and approaches to working with children and the impact they have.</li> <li>• An understanding of the effects of inequality and a commitment to working to challenge discrimination.</li> </ul>	<ul style="list-style-type: none"> <li>• NVQ Level 2 qualification in play work or equivalent.</li> <li>• Qualifications evidencing requisite literacy and numeracy (equivalent to Grade C at GCSE in English and Maths).</li> <li>• Level 1 or 2 Sports or coaching qualification.</li> <li>• Youth work qualification.</li> <li>• A current driving licence.</li> <li>• Working in partnership.</li> <li>• Good use of computers, I.T. equipment and software packages like Word, PowerPoint, Excel.</li> <li>• An understanding of the issues affecting children growing up in urban environments and/or poverty.</li> <li>• An understanding or experience of working in the voluntary sector or charitable organisations.</li> <li>• An awareness of child development, the child and youth sector and related disciplines</li> </ul>

Your ability to demonstrate the person specification will be assessed through the application, interview and other recruitment processes.

## **Important note:**

The Winch is committed to keeping children, young people and adults at risk safe from harm. The successful candidate will be subject to Enhanced DBS checks and be required to undertake safeguarding training.

The Winch is committed to the principle of equal opportunity in employment and its employment policies for recruitment are designed to ensure that no job applicant or employee receives less favorable treatment on the grounds of race, color, nationality, religion or belief, sex, sexual orientation, marital status, age, ethnic and national origin, disability or gender reassignment.

## **How to apply:**

To apply for this position, please send a comprehensive CV (2 pages max) and a supporting statement (2 page A4, Font Size 12). Your supporting statement should address all the areas highlighted in the person specification and role outline.

You should give the names, positions, organisations and telephone contact numbers of two referees, one of whom should be your current/most recent employer. References will only be taken once your express permission has been granted.

In addition, an enhanced DBS check is required for all employees at the Winch.

We would also be grateful if you could let us know if you will require any special provision as a result of any disability should you be called for an interview.

Finally, please ensure that you have included a mobile telephone number and email address so that we can contact you, and indicate your preferred working pattern.

## **Deadline and Timetable:**

Closing date for submission of applications: **midnight Wednesday 30th November 2022.**

**First stage interviews and second stage interviews with a panel of children will take place on a rolling basis as applications are received. Therefore, the post may be filled before the deadline.**

**Submit your application by email to [jobs@thewinch.org](mailto:jobs@thewinch.org)**