

Dear Applicant,

Thank you for the interest you have shown in joining PACSO in the role of **Casual Playworker**.

PACSO is a charity providing play and social opportunities for children and young people with additional needs/ disabilities. The main locations we run from include Fordwater School (Summersdale Road, Chichester, PO19 6PP) and Lavant House (West Lavant, PO18 9AB).

The process for becoming a paid Casual Playworker is as follows:

1. **Complete all required forms & start your DBS application**
2. You will be invited in to **complete an ID check for the DBS** and receive a briefing on **PACSO policies and procedures**
3. **Arrange an observation session where you will be assessed working with the PACSO children**
4. Then **you can request an interview** with the Play Lead to determine if you can be a paid playworker

In this pack, please find the **Job Description, DBS Instructions, Staff Requirements, our Staff & Volunteer Guidelines & Welcome Pack**, and our **Code of Conduct**.

Please read through everything before completing the following forms:

- **Application Form** (link [HERE](#))
- **Medical Emergency Form** (link [HERE](#))
- **Equality & Diversity Monitoring Form** (link [HERE](#))
- **Start your DBS application** (instructions in this pack)

Please don't hesitate to contact us if you need more information.

We hope you will consider working for PACSO - it is a great team!

Mia Day

PACSO Play Lead

07875601157

Casual Playworker Job Description

Job Title	Casual Playworker
Reporting to	PACSO Play Lead
Responsible for	N/A
Hours of work	Casual Hours (e.g. Saturday Clubs, Play Days and Playschemes, After School Clubs)
Hourly Rate	- Under 21 years old: £8.00 - £9.50 per hour 21 years old and over: £12.21 per hour
Location of work	Fordwater School, Lavant House and out in the community (Chichester and Arun)
Main purpose/scope of the job	To support children & young people with additional needs to take part in play & leisure activities. To meet the needs of PACSO children & families.
Duties and key responsibilities	<u>Main Responsibilities</u> - To be part of our team of Playworkers at all our regular clubs for children and young people aged 5 – 25 years. - To adhere to and implement safer working practice in compliance with PACSO's Safeguarding and Child Protection policies. - To build positive and appropriate relationships with the PACSO children and young people. - To play with and encourage the children at PACSO. - Attend to individual children's personal care needs. - Provide 1:1 support for individual children with more challenging needs. - Be a positive role model for the children at PACSO. - Be accountable to the PACSO Play Lead and Team Leaders - To attend regular staff training, supervision and meetings to maintain ongoing communication and to help shape PACSO into the future. - To contribute to and have an understanding of the young person's care plan and to implement changes where appropriate in consultation with the parent/carer, the young person and the PACSO Play Lead. - Any other reasonable duties required by your team leader/ the Play Lead. <u>Governance</u> - To understand and adhere to all PACSO policies and procedures. - To complete all necessary records to a high standard e.g. Health and Safety record sheets etc. <u>Ambassadorial Role</u> - Ensure that PACSO is always well presented in our local community. <u>Personal Qualities</u> - Exhibit strong inter-personal skills. - Exhibit and promote professional behaviour and standards at all times. - Demonstrate resilience and strength of character. - Foster and promote a collaborative team environment. - Be welcoming and approachable to children, parents, staff, and visitors.

Casual Playworker Interview and Observation Requirements

Pre-Requisites	
1	Has attained 16 years of age
2	Has completed 1 observation day in the last 3 months
3	Has a clear DBS check (enhanced)
4	Has provided details of 2 referees (and references have been received)
5	Has completed a Declaration of Staff Disqualification

Requirements Assessed via Structured Interview	
1	Understands the need for confidentiality
2	Can demonstrate an understanding of the PACSO safeguarding procedures
3	Is aware of impending situations before they occur and can respond accordingly
4	Has demonstrated that they take reasonable precautions to keep themselves and the children safe
5	Can work 1:1 with a range of different children and young people with varying needs

Requirements Assessed through Observation	
1	Has a great, positive attitude
2	Has a child-centred focus
3	Engages in creative, imaginative, inclusive play
4	Has a good level of physical fitness in order to safely respond to the needs of the PACSO members
5	Communicates and engages with children in a range of ways
6	Can support children and young adults with personal care needs
7	Supports and respects their Team Leader/Manager
8	Can work as part of a team
9	Can follow instructions
10	Can work on own initiative
11	Demonstrates resilience and emotional maturity
12	Is well presented in a PACSO uniform
13	Has excellent time keeping and is reliable
14	Can take responsibility for organising their own work and communicating when ill, without parents

DBS (Disclosure Barring Service) Check

Before you can start working at PACSO, you will need to have done an **Enhanced DBS**. These must be renewed every 3 years.

If you are registered for the **DBS Update Service**, we can check these details and a new DBS check is not necessary. Please let us know your **DBS certificate number** and confirm the **surname** and **date of birth** on the certificate. Otherwise, please follow the instructions below to start a new check.

Obtaining a new DBS Check

Please complete the first part online. To login to the system go to:

<https://www.matrixscreening.com/cheqs>

- Make sure you choose **Standard/Enhanced DBS** (not Basic).
- Organisation Reference: **PACSO**
- Organisation Code: **Parents10** (no gaps and a capital P!)
- Position applied for is **Playworker**.

If you have any problems completing it, please contact CRVS on 0870 850 2516.

Once you have completed the online form, the Play Lead will need to verify the check with **three forms of ID**. Bank/Building Society Statement must be dated within three months, and ID documents must be current and valid. Two of the documents must confirm the same address.

The Standard and Enhanced disclosure ID criteria is as follows:

- *One document from Group 1 (see below).*
- *Two other documents from either of the lists below, one of which must contain a proof of address for the applicant.*

If the applicant cannot produce a document from Group 1, they must provide the following:

- *One document from Group 2a at a minimum.*
- *Two other documents from Group 2a or 2b.*

Group 1 – Primary Identity Documents	Group 2a – Trusted Identity Documents
Passport	Driving Licence (full or provisional)
Driving Licence (full or provisional)	Birth Certificate
Birth or Adoption Certificate	Marriage or Civil Partnership Certificate
Biometric Residence Permit	HM Forces ID Card
	Firearms Licence
Group 2b – Financial and Social History Documents	
Bank/Building Society Statement	P45/P60
Mortgage Statement	Council Tax Statement
Credit Card Statement	EU National ID Card
Work Permit or Visa	Pension, endowment or benefit statement
Letter of sponsorship from a future employer	Letter from your headteacher or school principal

More details of the relevant documents can be found here: [HERE](#)

Any problems, please contact the Play Lead on 07875601157.

Registered Charity Number: 1148138



PLAYWORKER & VOLUNTEER Welcome Pack & Guidelines



Welcome to PACSO!

PACSO is a unique local Charity, serving the Chichester and Arun Districts of West Sussex. We offer fun, play opportunities for children with disabilities and their siblings, to provide much needed short term break provision to them and their families.

PACSO was set up in January 1999 to support parents and carers of children and young people with additional needs. Our respite events aim to work inclusively with children and young people aged between 5 and 25 years and their siblings.

We are really thrilled that you would like to work with us at our clubs. In this booklet we have a few guidelines to help explain what we expect of our Playworkers and Volunteers, and information so you know what to expect of us! We will go over this information in more depth at our Team Meetings. If there is something you do not understand, please ask.

PACSO Clubs

Saturday Clubs are twice a month on a Saturday and offer fun and play for children in Year 1 – age 19. Children and young people can choose from a morning or afternoon session.

After School Clubs run weekly during term time offering a wide range of activities!

Easter & Christmas Play Days are 3 days in each of the Easter & Christmas holidays offering fun and mayhem, with lots of time for sports, creativity, and our ever popular workshops!

Trips Out & About during school holidays give children and young people the chance to visit local attractions and enjoy days out with their PACSO friends.

Summer Playscheme is our biggest and most popular event of the year. 3 whole weeks of entertainment, including sports, drama, art, music, and our end of week SHOW!

Summer Youthscheme is a summer youth group for our 16-25 year olds. We go out and about in the community each morning and then return to base for an afternoon of card games, table football and other youth activities.

Your role at PACSO

Our aim is to help children and young people grow in self-confidence and self-reliance, within our safe and secure child centred environment. It is important not to direct a child's play, but follow their lead and imagination.

As a playworker/ volunteer playworker, you are at PACSO to enable children to play. The children at PACSO have a variety of additional needs and require different levels of support. Some children need help physically to join in, encouragement to participate or constant supervision to stay safe. You may be required to work on a one-to-one basis with some children. If you have any questions about their needs, please just ask us! Most importantly we want you to enjoy yourself! The children will love having your company and the opportunity to play with you!

You will also be expected to help set up and pack away our activities and take part in team time. At team time at the beginning of a session we will inform you of any particular details for that session, and at the end of the session we will have our 'highs and lows'. This is an opportunity to share with other members of the team your 'lows': the things that did not go so well, or what a child struggled with and your 'highs': the things that really worked with a child, or some encouraging thoughts. This is a great chance to get things off your chest therefore respecting the need for confidentiality outside of PACSO.

Communication

We will email & text to advertise upcoming sessions. Please sign up ASAP to the dates you are available to work, or let us know if you're not available. Ensure that you record and honour the dates and times that you have committed to, as we use this availability to confirm places with families. If anything changes, please contact Play Lead Mia on 07875601157 as soon as possible.

Guidelines for attending PACSO sessions

- Arrive on time ready for set up or team meeting.
- Sign in on the Staff and Volunteers register.
- Don't wear dangly earrings and tie your hair back.
- It is your responsibility to ensure that you are wearing the correct PACSO shirt, and are wearing your PACSO badge that has been authorised by a Manager.
- Leave all your possessions in the staff room, including your mobile phone!
- Ensure that any medication is locked away and that you collect it at the end of the day.
- If you need to have a quick break during one of our day sessions, ask your Team Leader. Only one person from a team can go at a time.
- At full day events you will not have a separate lunchbreak so please eat your lunch with the children. If they see you eating they are more likely to eat theirs too!
- Make sure children are eating from the correct lunch box and only what they came with.
- We have a strict no nuts policy due to severe allergies.
- Remember you are here for PACSO, not to meet up with your friends! Please save your conversations for the end of the session!

Child Protection, Policies & Procedures

We must make the children's safety and happiness a priority at all times. If you are concerned about a child, please speak to the Play Lead or Deputy Play Lead straight away.

A full copy of PACSO's Policies and Procedures is available from the Play Lead or on our website: [Safeguarding Policy Parents and Carers Support Organisation \(pacso.org.uk\)](https://www.pacso.org.uk) but below is an overview:

Safeguarding and Child Protection Policy

Child protection and safeguarding is **everyone's** responsibility. If you suspect that any child or young person is at risk, you must tell the Play Lead immediately. Do not go anywhere alone and out of view with a child.

If a child confides in you that they are being abused, you must **not** promise to keep it a secret. You should reassure them by telling them that they have done the right thing by confiding in you. As soon as possible, you should then tell the Play Lead AND go somewhere quiet and write down exactly what the child told you.

Data Protection Policy

- Do not disclose any personal information about a child or a family to anyone other than on a 'need to know' basis.
- Confidential information relating to every child is contained on the Child Profiles which are kept locked away in the Child Profile box. DO NOT leave Child Profiles out – always put them away after use and make sure the box is locked and left in a secure place.

Confidentiality Policy

- If you see/hear anything in the Playroom/ during staff meetings, that is where it stays!

Risk Assessment Policy

- If you notice anything you are unsure about, tell the Play Lead.
- Everyone plays a part in maintaining safety.

Equality and Diversity

- The PACSO ethos is one of inclusion. Everyone is to be included, regardless of their race, gender, sexual orientation etc.
- Bullying is NOT tolerated at PACSO.
- Do not develop favourite children.
- Be respectful, not judgemental of parents.

Medication

- All children's medication must be given to Care Lead or Play Lead to be locked away.
- Only the Care Lead or the trained, Permanent Play Team should administer medication.
- All staff medication e.g. paracetamol, ibuprofen etc must be locked away at the start of each session.

Lifting and Handling

- Because many of the children need to be touched to help them participate, communicate and be cared for, please be aware that you are touching them and do so with respect and appropriateness.
- Do not lift children if you are unsure how to do it correctly or if you have any injury or condition that prevents you.
- Only use the hoist if you have been trained to use them.
- Do it with someone if you want to learn.
- Ask for help.
- Think ahead.
- Remove hazards.
- Reduce size of loads.
- Mechanise where possible. If that's not possible, carry out a manual handling assessment: task/individual/load/environment

Toileting Policy

- Toileting should always be carried out in pairs and 1 person must be a member of staff.
- Volunteers must be at least 16 years of age to assist with toileting.
- If you are not confident, be the 2nd person.
- Always ensure that the time and staff/volunteer initials are marked on the toileting sheet.
- Use the Care or Play Lead if your team is really hectic!
- Try not to use 2 people from the same team.
- Don't be scared!
- Playworkers & volunteers should use staff toilets – ensure you go there on your own!

Complaints Procedure

- If you are unhappy about something talk to Mia Day (Play Lead)
- If you are unhappy with Mia, talk to Clare Elkington (Chairperson)
- If a parent is unhappy with something, direct them to Mia

Visitors Policy

This includes parents, press, etc.

- Be polite at all times
- Ask visitors to sign in and give them a visitor's badge.
- Direct any visitors or parents to the Play Lead.
- If you see someone you don't know, ask them who they are and why they are there.

Children's Possessions and Valuables Policy

- Children should not bring personal possessions/valuables into PACSO.
- If they do, those possessions should be passed to the Play Lead for safekeeping.
- They should **not** be given to a Playworker or Volunteer – that is not your job!

Relationships Policy

- Children are not encouraged to have boyfriend/girlfriend relationships with each other.
- No kissing/cuddling etc at PACSO.
- Get them to join in with everyone and not to go skulking off together!

Health and Safety – Emergency Procedures

What to do in the event of a fire:

- If you see/smell smoke or see fire press the fire alarm to alert all in the building.
- Only tackle a fire if safe to do so. Do NOT hesitate to call the Fire Brigade. Dial 999.
- At the call of FIRE! You should calmly gather the children in your team.
- Help any children into their wheelchairs and ask able children to push them if necessary.
- Allocated staff will check that all individual rooms and any other areas that children could hide are vacated.
- Staff to evacuate children quickly to point of safety.
- Help all the children to the assembly point.
- The Play Lead will carry out a register.
- Do not re-enter the building until you are told that it is safe to do so.
- Parents are contacted should the children need to be collected.

What to do in the event of an accident or emergency:

- If you witness an accident shout HELP!
- Call the First Aiders and the Manager.
- Let the Care Lead, First Aiders and Play Lead deal with the emergency.
- Respond to their requests if you are asked.
- Dial 999 if you need to call Ambulance, Police or Fire Brigade.
- In the event of a child needing to go to hospital the Play Lead will notify the child's parents or guardians using the information given on the Child Profile form.
- The Play Lead will decide who will accompany the child to hospital. The Care Lead will give this staff member the child's Profile Form and any medical information.

Children not involved in incident/ accident/ emergency:

- Remove all children not involved in the accident or emergency from the room.
- Reassure these children and find something for them to do.
- Send one member of staff to the site of the emergency after 5 minutes to liaise with the Play Lead.

- If the children have witnessed an accident or emergency notify their parents when they are collected.

Supporting/Supervising Workers

- If you see another worker acting in a way that could be misinterpreted, speak to the individual and/or the Play Lead.
- Team Meetings – use them to share concerns and identify areas for guidance.
- Support each other on the team
- Have fun – it will encourage the children to have fun too!

If you have any questions about these Policies & Procedures, please speak to the Play Lead.

PACSO Code of Conduct

The Code of Conduct is to provide clear guidance on our expectations of Staff and Volunteers, as well as providing examples of behaviour deemed as unacceptable.

We expect all employees and volunteers who take part in our services to **display appropriate behaviour** and promote PACSO's values and principles. This includes behaviour that takes place outside our organisation and behaviour that takes place online.

You are responsible for:

- prioritising the welfare of children and young people
- following our principles, policies and procedures:
 - including our policies and procedures for safeguarding and child protection, whistleblowing and online safety
- staying within the law at all times
- modelling good behaviour for all staff, volunteers, children and young people to follow
- speaking to all staff, volunteers, children and young people respectfully and in an appropriate manner, avoiding any bad language
- maintaining high standards of personal and professional conduct at all times
- dressing suitably and appropriately and ensuring that the length of skirts or shorts is of appropriate nature and length, for example no athletic shorts, hot pants, extremely short skirts/shorts or crop tops.
- being friends with PACSO parents at your own discretion. However, you must ensure that it does not impinge on your professional duties, for example raising and reporting concerns should they arise
- being respectful of age, gender, sexual orientation, culture, race, ethnicity, disability and religious beliefs
- challenging all inappropriate behaviour and reporting any breaches of the behaviour code to **CEO Emma Drain**

You must not:

- allow concerns or allegations to go unreported
- take unnecessary risks or behave in a way that may threaten the security of yourself or others

- smoke, consume alcohol or use illegal substances in a way that adversely affects your ability to do your job or affects the reputation of PACSO
- develop inappropriate relationships with children and young people
- use social media e.g. Facebook/Twitter/Instagram/Snapchat to be friends with children and young people (including volunteers under the age of 18 and/or work experience candidates)
- engage in behaviour that is in any way abusive including bullying and harassment
- make unnecessary contact with PACSO staff or volunteers out of working hours unless entirely necessary, or of mutual consent, and ensuring that you recognise the appropriateness of the contact
- act in a way that can be perceived as threatening or intrusive
- make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to any staff, volunteers, children or young people
- use PACSO's computer, mobile phone or any other equipment to view, download, create or distribute any inappropriate material

If you have behaved inappropriately, you will be subject to our disciplinary procedures. Depending on the seriousness of the situation, you might be asked to leave PACSO. We might also make a report to statutory agencies such as the police and/or the local authority child protection services. If you become aware of any breaches of this code, you must report them to **CEO Emma Drain**, as soon as possible. For any safeguarding issues, please follow our safeguarding and child protection procedures. Alternatively, for all other issues please follow the grievance procedure as per the Staff Handbook