

**Registered Health Play Specialist
JOB DESCRIPTION**

Job Title:	Registered Health Play Specialist
AfC Band:	Band 4
Directorate/Service:	PANDA
Accountable To:	Unit Manager
Responsible To:	Shift Leader
Base Location:	PANDA Unit/Emergency Department
On-Call Requirement:	No
AfC Job Code:	Add Job Code

Values

Three values are at the heart of our organisation: **Care, Appreciate** and **Inspire**.

Our values and behaviours define what's important to us as we work alongside each other and with our patients and service users. They also shape what it feels like to work at the NCA and will be central to your development and performance conversations. Together, we will create a culture where care, appreciation and inspiration thrive.

Structure Chart



Job Summary

To assess, plan, implement and evaluate therapeutic play interventions according to age and ability for Children and Young People within the Emergency Department and Paediatric Assessment Unit whilst being aware of the emotional needs of the hospitalised child.

Key Role and Responsibilities

Main Tasks & Overview of Responsibilities

1. To ensure the emotional wellbeing and welfare of the child and young person is considered and maintained as well as the welfare, safety and safeguarding of children, young people and their families.
2. To plan and implement play activities by providing suitable toys and materials for all children and young people of different ages and abilities, offering support to families, carers and staff in relation to play activities.
3. To be able to adapt play and equipment according to child or young person's needs and to promote the use of diversion therapy as a distraction tool.
4. To help to reduce any stress and anxieties for the Patient and their families
5. To prepare children and young people for procedures to suit their individual needs using therapeutic techniques to reduce any negative or psychological effects which may impact on their treatment.
6. To work as a member of the Multi-disciplinary Team and educate other members of the wider team on the importance of play in hospital
7. To be responsible for the care and maintenance of all toys and play equipment, ensuring they meet infection control and health and safety measures whilst creating a safe and welcoming environment for children and young people.
8. To use professional knowledge of development and the effect of illness and hospitalisation to assess and record on EPR relevant information for other Health

Professionals, complete play input documentation and implement individualised care plans as appropriate continuing to maintain accurate records

9. To assist the Team in encouraging and gathering feedback from patients and their families, as well as implementing and managing Play relevant audits
10. To provide support for the child and family by demonstrating play and communication skills with different departments throughout the Salford Care Organisation, such as xray, MRI, plaster room.
11. To prioritise own caseload in accordance with both the individuals and the service's need.

Communications and Relationships

1. To communicate effectively with a wide range of children and young people of various ages, abilities and presentations.
2. To effectively communicate complex and sensitive information
3. To agree the arrangements for communication with the child and the family/carer, and to document these in accordance with Trust policy and the child and families right to confidentiality.
4. To influence and prioritise the development of knowledge, ideas and work practice in self and others.
5. Establish good working relationships with other members of the multi-disciplinary team whilst acting as the advocate for the child and family.
6. To encourage others to seek advice and solutions to problems.
7. To competently receive sensitive information concerning child, young person and their family providing information using persuasive, reassuring skills as required e.g. bereavement/special needs/learning disabilities.
8. Use EPR as a tool to communicate information about the child and family.
9. To identify and manage challenging behaviours.

Analytical and Judgmental Skills

1. Work with children and families, with knowledge of child development and age-appropriate play

2. Understanding of the needs of children with complex needs and psychological issues
3. Knowledge of the impact of illness and hospitalisation on the child and family
4. To undertake data collection effectively using the agreed systems

Planning and Organisational Skills

1. Ensure the Paediatric department has a range of activities available to children and their families daily – supporting activities as appropriate
2. Provide a safe environment for children attending the department by ensuring all play equipment is clean and fit for purpose. Removing and reporting any damaged equipment to Department Sister.

Physical Skills

1. Duties will include a combination of sitting, standing and walking
Occasionally exposed to distressing situations
2. Regularly required to move play equipment
3. Regularly exposed to bodily fluids
4. Concentration required for some play interventions

Responsibility for Patient Care

1. To correctly undertake tasks that have been delegated
2. To record information accurately and pass it to the relevant people in the team in a timely manner
3. To identify and report any changes that might affect the patient's condition
4. To obtain agreement from patient/carers before commencing any care related tasks.
5. To respect the individual's privacy, dignity, and beliefs
6. To prepare and support the patient appropriately through play and distraction during any activity that is to be undertaken
7. To promptly alert the team where there are any changes in the patient's health and well-being or any possible risks
8. Actively safeguard the welfare of children and escalate any safeguarding concerns and implement child protection procedures accordingly
9. Provide therapeutic play

Responsibilities for Financial and Physical Resources

1. To ensure effective use of material resources/supplies within the unit in consultation with senior staff

2. To ensure child and families valuables and belongings are documented and managed according to trust policy
3. To monitor, control and store resources/supplies according to the requirements and specifications of the clinical environment

Responsibilities for Human Resources

1. To identify with the help of others own development needs and take responsibility for their continuing learning, development, and performance
2. To undertake annual mandatory training updates and other relevant courses in line with Trust and local policies
3. To take an active part in learning opportunities and keep a personal development portfolio
4. To seek help and advice when unsure

PERSON SPECIFICATION

Job Title:	Registered Health Play Specialist
AfC Band:	Band 4

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Foundation degree in Healthcare Play Specialism • Childcare qualification at level 3 or above i.e. NNEB/Tec Diploma in Nursery Nursing, Btec Diploma in Childcare and Development • 4 GCSEs at grade 4 or above especially in maths and English 	

Professional Registration	<ul style="list-style-type: none"> • Registration with HPSET/BAPT 	
Knowledge, Training & Experience	<ul style="list-style-type: none"> • Understanding of therapeutic play and its relevance to the hospitalised child • Evidence of expertise of working as an effective member of a Multi-Disciplinary Team. • Experience of working within a Health environment • Substantial experience of working with children in any setting 	<ul style="list-style-type: none"> • Documented evidence of continued professional development • Experience of working with adolescents and children with special needs including those with challenging behaviour • Knowledge and understanding of patient participation and feedback • Awareness of literature and government legislation relating to children and young people
Skills & Abilities	<ul style="list-style-type: none"> • A full understanding and ability to apply play preparation and distraction therapy play skills • Good interpersonal skills • Good communication and interpersonal skills with a variety of people (Parents, Children, Young people, and staff) to provide and receive highly complex, sensitive information, overcoming barriers to understanding and maintaining confidentiality • Able to function effectively in challenging situations • Effective verbal and written skills • Good organisational skills • Approachable and friendly • Able to use initiative and to cope and adjust to change • Awareness of child protection issues • Able to work flexibly to meet with the needs of the service 	<ul style="list-style-type: none"> • Basic counselling skills • Training and presentation skills • Basic IT skills • Ability to empower other healthcare professionals to provide play/recreation materials and interaction • Documentation and report writing skills • Creative skills

Living our Values

All colleagues are expected to demonstrate the NCA values and underpinning behaviours as you carry out your role.

Values	Behaviours (I will...)
CARE We listen and treat each other with kindness.	Provide the highest standard of care, with compassion and kindness.
	Communicate clearly, actively listen and be person centred.
	Seek to understand and empathise.
	Collaborate to deliver services that are safe and give confidence in our care.
APPRECIATE We value and respect each other's contribution.	Recognise and openly acknowledge how we all make a difference.
	Value and respect others and share in celebrating our successes.
	Treat people fairly, notice, champion and positively appreciate diversity.
	Provide constructive feedback to support growth and development.
INSPIRE We speak up and find ways to be even better.	Have a voice and act with integrity and honesty.
	Make time to learn, share and find new ways of working.
	Be positive, be open to change and empower others.
	Work with my team and other teams to agree and deliver best outcomes.

Appendix

The below details all the standard Trust requirements which must be incorporated within the role.

Infection Prevention
Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.
Safeguarding
The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.
Health and Safety

Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public.

Confidentiality and Data Protection

Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.

Equality and Diversity

All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support Equality, Diversity, and Inclusion (EDI) and recognise the importance of people’s rights in accordance with legislation, policies, frameworks, procedures, and good practice.

Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:

- eliminating discrimination, harassment and victimisation
- advancing equality of opportunity between people who share a protected characteristic and those who don’t
- fostering good relations between people who share a relevant protected characteristic and those who don’t
- understanding the impact of policies, services and practice on people with different protected characteristics

Code of Conduct

Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

Leadership and Development

We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our team, we expect you to live the NCA values: Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers and service users across the

system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.

As you join us, you are required to attend our Corporate Induction, complete the Trust's mandatory training and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you.

Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, in discussion with the post holder. This job description is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.