

Develop and review policies and procedures relating to the rights of children and young people

Overview

This standard is about the compliance with legal requirements and organisational policies and procedures relating to the rights of children and young people. It also covers the implementation and responsibility of maintaining these policies within your playwork setting and with staff for whom you are responsible.

The main outcomes of this standard are:

1. develop and review the organisational policies and procedures to ensure they reflect the needs and protect the rights of children and young people
2. ensure that staff you are responsible for are aware of and implementing organisational policies and procedures

This standard is for a playworker working directly with children and young people in a playwork setting whose main purpose is to provide children and young people with opportunities for freely chosen, self-directed play. This standard is for staff who have some responsibility for the playwork setting and others, making a significant contribution to supporting play.

This standard is underpinned by the Playwork Principles and playworkers must be familiar with these and, where possible, demonstrate them through their practice and reflection.

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Performance criteria

You must be able to:

Develop and review the organisational policies and procedures to ensure they reflect the needs and protect the rights of children and young people

1. investigate and consult on children and young people's **rights**
2. evaluate existing **policies and procedures** to ensure the **rights** of children and young people in your playwork setting are being met
3. consult with children and young people on the ways the playwork setting can best meet their **rights**
4. develop group agreements with children and young people on ways of meeting their needs and **rights**
5. consult and agree with your staff **policies and procedures** that are based on meeting the needs and **rights** of children and young people
6. provide information and guidance on these **policies and procedures** to your staff
7. negotiate ways of improving the **policies and procedures** with your staff

Ensure that staff you are responsible for are aware of and implementing organisational policies and procedures

8. develop a training programme for all staff
9. check that staff are aware of the **policies and procedures**
10. ensure that your staff handbook and your induction and orientation programmes contain a segment about the **policies and procedures**
11. promote diversity and inclusion to staff and, where necessary, provide them with support
12. observe, collect feedback and evaluate how well the **policies and procedures** are working
13. select a policy and procedure to promote on a cyclical pattern, with your staff

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Knowledge and understanding

You need to know and understand:

Develop and review the organisational policies and procedures to ensure they reflect the needs and protect the rights of children and young people

1. the Playwork Principles within the professional and ethical framework for playwork and how each of the principles can be applied within your own role
2. basic requirements of the national and regional legislation upholding children and young people's right to play
3. basic requirements of national legislation on the **rights** of children and young people
4. basic requirements of legislation covering Equal Opportunities and Disability Discrimination
5. local guidance, policies and procedures and how they apply to the playwork setting
6. responsibilities for child protection
7. the basic stages of child development and their implications for children and young people's needs and **rights** in a playwork context
8. the importance of the playwork setting having policies and procedures that reflect children and young people's **rights**
9. the importance of children and young people being consulted with and involved in decision making and how to consult effectively with them
10. the importance of diversity and inclusion to the playwork setting
11. current theories and good practice relating to inclusion
12. how to carry out research on children and young people's **rights** and identify the implications for your playwork setting
13. your organisation's strategies and policies that have an impact on children and young people's **rights** and how to evaluate these
14. how to promote and advocate for children and young people's **rights** in the playwork setting

Ensure that staff you are responsible for are aware of and implementing organisational policies and procedures

15. how to implement organisational **policies and procedures** within your playwork setting
16. how to develop a training programme for staff
17. ways of checking staff that are aware of the **policies and procedures** and why it is important to complete this regularly

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18. how to ensure the **rights** of children and young people in your playwork setting are being met by staff
19. how to incorporate **policies and procedures** into induction, orientation programmes and or staff handbooks
20. diversity and inclusion issues and when and how to provide staff with support
21. how to collect feedback and evaluate how **policies and procedures** are working
22. methods of regularly promoting a selected policy and procedure

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Scope/range related **Rights** (*minimum 4 out of 6*)

**to performance
criteria**

1. for play and social activities
2. for care and safety
3. for emotional wellbeing
4. for inclusion
5. for acknowledgement of their identity
6. for information

Policies and procedures (*minimum 4 out of 7*)

1. play and social activities
2. inclusion and anti-discriminatory practice
3. child protection and bullying
4. health and safety
5. responding to behaviour
6. assisting children and young people to make transitions
7. interagency working

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Scope/range related Rights

to knowledge and understanding

1. for play and social activities
2. for care and safety
3. for emotional wellbeing
4. for inclusion
5. for acknowledgement of their identity
6. for information

Policies and procedures

1. play and social activities
2. inclusion and anti-discriminatory practice
3. child protection and bullying
4. health and safety
5. responding to behaviour
6. assisting children and young people to make transitions
7. interagency working

Values

The Playwork practitioners involved in writing this standard, in conjunction with SkillsActive, have agreed to adopt the following as the set of values prescribed for all of those working within the playwork sector:

Playwork Principles

These Principles establish the professional and ethical framework for playwork and as such must be regarded as a whole. They describe what is unique about play and playwork, and provide the playwork perspective for working with children and young people. They are based on the recognition that children and young people's capacity for positive development will be enhanced if given access to the broadest range of environments and play opportunities.

1. All children and young people need to play. The impulse to play is innate. Play is a biological, psychological and social necessity, and is fundamental to the healthy development and wellbeing of individuals and communities.
2. Play is a process that is freely chosen, personally directed and intrinsically motivated. That is, children and young people determine and control the content and intent of their play, by following their own instincts, ideas and interests, in their own way for their own reasons.
3. The prime focus and essence of playwork is to support and facilitate the play process and this should inform the development of play policy, strategy, training and education.
4. For playworkers, the play process takes precedence and playworkers act as advocates for play when engaging with adult led agendas.
5. The role of the playworker is to support all children and young people in the creation of a space in which they can play.
6. The playworker's response to children and young people playing is based on a sound up to date knowledge of the play process, and reflective practice.
7. Playworkers recognise their own impact on the play space and also the impact of children and young people's play on the playworker.

8. Playworkers choose an intervention style that enables children and young people to extend their play. All playworker intervention must balance risk with the developmental benefit and wellbeing of children.

The Playwork Principles are held in trust for the UK playwork profession by the Scrutiny Group that acted as an honest broker overseeing the consultations through which they were developed.

Glossary

Play space

A place formed by children and young people playing. It can be physical, affective, permanent, transient or cyber

Playwork setting

Somewhere children and young people have the opportunity to play that is staffed by playworkers

Staff

This covers those with whom you work, for whom you are responsible, paid and or unpaid, or students and or trainees

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