

## Plan and implement your professional development in playwork

**Overview**

This standard is about planning and implementing your professional development to achieve personal and professional goals. You will need to know where you are, where you want to go, how to get there and the resources you will need to get you there.

**The main outcome of this standard is:**

1. plan and implement your continuing professional development in playwork

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 that 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:

#### **Plan and implement your continuing professional development in playwork**

1. determine your career aspirations and personal objectives
2. use a self-assessment tool to identify any gaps between the current and future requirements of your organisation and your current knowledge, understanding and skills
3. set objectives for your continuing professional development
4. seek feedback and advice from **others** using feedback to maintain and improve your performance
5. research training and continuing professional development **opportunities** in your area of work
6. identify the time and other resources needed to achieve your continuing professional development objectives
7. produce a continuing professional development **plan**, outlining your learning needs and the activities that you will undertake to get you where you want to go
8. review and reflect on your performance and progress against your **plan**
9. evaluate the success of the continuing professional development activity

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### Knowledge and understanding

You need to know and understand:

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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. the importance of continuing professional development
3. how to identify personal goals and relate them to your professional development
4. the career progression prospects within your organisation and the wider sector
5. the objectives of your job, your organisation and the sector and how these are evolving
6. how to identify any gaps between your current knowledge, understanding and skills and what you or your organisation might need
7. how to gain feedback from others and use feedback to improve your performance
8. self-assessment models and techniques and how to monitor the quality of your work and your working process against requirements
9. how to produce a continuing professional development **plan** and what it should contain including objectives which are **SMART**
10. the importance of identifying added value that continuing professional development will bring to your organisation
11. the range of different learning styles and how to identify those which work best for you
12. the variety of training and continuing professional development **opportunities** available through your organisation and in the sector
13. how to update your professional objectives
14. different methods of cascading knowledge and experience with your colleagues

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### **Scope/range related to performance criteria** **Others** (*minimum of 3 out of 5*)

1. colleagues
2. external professionals
3. trustees
4. director
5. manager

### **Opportunities** (*minimum of 4 out of 6*)

1. sector associations
2. membership organisations
3. internal opportunities
4. shadowing colleagues
5. regulated authorities
6. trade journals

### **Plan**

1. learning goals against the organisation's objectives
2. learning needs identified and prioritised
3. value of training
4. return on investment for the continuing professional development activity to be undertaken

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### Scope/range related to knowledge and understanding

#### Plan

1. learning goals against the organisation's objectives
2. learning needs identified and prioritised
3. value of training
4. return on investment for the continuing professional development activity to be undertaken

#### SMART

1. Specific
2. Measurable
3. Achievable
4. Realistic
5. Time-bound

#### Opportunities

1. sector associations
2. membership organisations
3. internal opportunities
4. shadowing colleagues
5. regulated authorities
6. trade journals

## 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

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