

Develop an organisational framework for playwork that reflects the needs and protects the rights of children and young people

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## Overview

This standard is about researching key aspects of playwork theory and practice, comparing best practice within the context in which you operate and seeking to influence the policies and practices of your organisation to align it with best practice.

### **The main outcomes of this standard are:**

1. research and analyse playwork theory and practice
2. evaluate and or revise your organisational framework

This standard is for an individual working within playwork, operating at management levels in a variety of cross-sector positions; working in a role that includes managing a number of playwork settings whose main purpose is to provide children and young people with opportunities for freely chosen, self-directed play. They will be responsible for the operational running of these playwork settings, and for numerous staff and their welfare.

**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:

### Research and analyse playwork theory and practice

1. carry out research of sources of information on playwork
2. carry out analysis of information and identify key aspects of playwork theory and practice that are relevant to your playwork setting and the children and young people you work with
3. carry out reflection on your analysis with **others**
4. agree with **others** which aspects of current playwork theory and practice are most relevant to your playwork setting and the needs and rights of the children and young people you work with

### Evaluate and or revise your organisational framework

5. use your research findings, and comments from consultation to inform the review of your current organisational framework
6. evaluate **policies and procedures** to ensure they meet the needs and rights of the children and young people
7. present options to **others** on how to improve and implement **policies and procedures**
8. develop and or revise your organisational framework in accordance with your findings and current legal, regulatory and organisational requirements
9. communicate the revised organisational framework to all staff
10. ensure all staff understand and implement the organisational framework

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## Knowledge and understanding

You need to know and understand:

### Research and analyse playwork theory and practice

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. sources of information that can be used to research current playwork theory and practice and how to access these
3. how playwork theory and practice are informed by research and theories from other academic disciplines
4. the importance of keeping research up-to-date
5. how to review your organisational framework against playwork theory and practice
6. how to identify the relevant needs and rights of children and young people you work with
7. how to reflect and engage with **others** and why it is important

### Evaluate and or revise your organisational framework

8. how to review, evaluate and revise your current organisational framework in the light of your research children and young people's needs and rights
9. the importance of ensuring that a playwork ethos is at the centre of your organisational **policies and procedures**
10. how to communicate information and engage with **others** to influence the areas covered within the **policies and procedures**
11. the importance of having written policies that reflect playwork theory and practice
12. ways of ensuring all staff understand and implement the organisational framework

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**Scope/range related Others**

**to performance  
criteria**

1. staff
2. parents and or carers
3. management

**Policies and procedures** (*minimum of 6 out of 9*)

1. risk-benefit assessment
2. risk management
3. staffing
4. strategies for adult intervention and its impact on children and young people's play
5. strategies for care and protection
6. strategies for inclusion
7. strategies for anti-discriminatory practice
8. strategies for responding to behaviour
9. strategies for supporting transitions

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**Scope/range related Others**

**to knowledge and understanding**

1. staff
2. parents and or carers
3. management

**Policies and procedures**

1. risk-benefit assessment
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4. strategies for adult intervention and its impact on children and young people's play
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## 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.

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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 provision**

Adult created places where children and young people can play

### **Play space**

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

### **Playwork ethos**

The guiding beliefs or ideals when working with children and young people to give them support and freedom to gain positive experiences through play; reference should be made to the Playwork Principles

### **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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