



PLAY SPECIALIST

INFORMATION FOR CANDIDATES

ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

COLLEAGUE BENEFITS

GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

HEALTH AND WELLBEING

PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

LEARNING AND DEVELOPMENT

COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



JOB DESCRIPTION

Job Title	Play Specialist
Band	4
Directorate	Service Delivery Directorate
Accountable to	Lead Nurse, Women and Children's
DBS Required?	Enhanced

JOB OVERVIEW

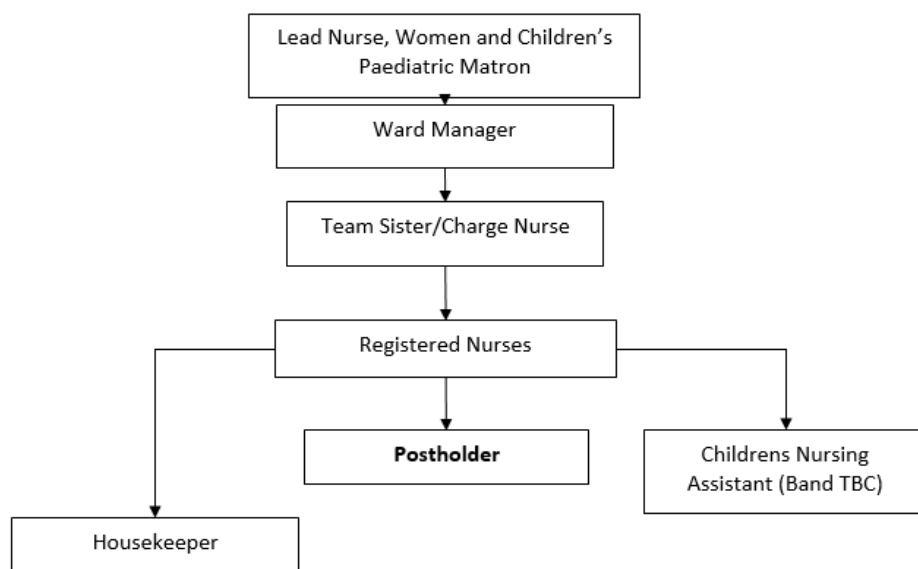
- The Hospital Play Practitioner is a person with expert knowledge and experience of Play with the well child and with the sick child/young person. She/he is a fully integrated member of the Health Professionals Team. The Hospital Play Practitioner will work within the Play Service and Ward/Department team but also she/he will work independently using their initiative, organisation, leadership and time management.
- The Hospital Play Practitioner will provide developmental, therapeutic and specialised play techniques for all ages and diversities in an effort to fulfil emotional, social and developmental needs and help alleviate emotional trauma within families.
- She/he will help bridge the gap between hospital and home, creating a positive environment and a positive patient journey.

- She/he will highlight the importance of play in assisting recovery and aiding development to all health professionals and students.
- The Hospital Play Practitioner will have the ability to cope with an unpredictable workload in, what can be, a stressful environment.

SCOPE AND RANGE

This post is based at The Children’s Unit at Princess Royal Hospital. Very occasionally, the post holder will carry out duties in other areas of SATH where children or babies are nursed. He/She will be responsible for organising play activities for individual children or groups of children under the overall supervision of Registered Nurses. Hours will be worked in shifts over the seven-day period but will not involve working between the hours of 23:00 hours and 07.30 hours.

ORGANISATIONAL CHART



MAIN DUTIES AND RESPONSIBILITIES

(under the direct or indirect supervision of Registered Nurses)

- To work in accordance with best practice and guidance based on guidelines, (for example, this may include those contained within the National Association of Hospital Play Specialist (NAHPS) Code of Conduct) and work in accordance with Trust policies and procedures.
- To have knowledge of child development and the factors which affect or delay normal development. With this knowledge, develop play strategies to promote development of appropriate milestones of child development for each individual.
- To organise and supervise play activities for individual and groups of children and young people in hospital according to their individual needs, taking into account their stage of development and their physical and mental condition.

- To provide and receive routine information and to establish effective communications, both written and verbal, with children, their families and all members of the multi-disciplinary team.
- Involvement in preparatory play, recognising any barriers to understand and using persuasive, motivational, negotiating, training, empathic or reassurance skills to gain agreement and co-operation.
- To be aware of the detrimental effects of hospitalisation and in particular isolation and assist in identification of these effects, and to understand the effects of acute and chronic illness on the child and family, developing a supportive role related to play and distraction with other members of the ward team.
- To have knowledge and ability to enable occasional short periods of patient handling to transfer children in wheelchairs or on their beds to the play area or to other departments within the hospital.
- Make time to listen to anxious children, young people and family members including siblings and help give emotional support as required. Document and communicate relevant observations and information to other health care professionals where appropriate.
- Through psychological preparation techniques and play, help to familiarise the child/young person and family with strange equipment, treatments and procedures, to aid informed consent and alleviation of any worries. Provide emotional support - fulfilling psychological, social and developmental needs including age/developmentally appropriate materials and methods both visual and verbal. Document relevant information for Health Care Professionals.
- Following information and assessment of the patient provide distraction, diversional or participation therapies with the child/young person undergoing painful or invasive procedures. Use psychological preparation and distraction techniques as appropriate. Provide post-procedural play when necessary. Document and communicate to the relevant Health care Professionals.
- Develop personal strategies to cope with occasional exposure to distressing or emotional circumstances e.g. dealing with children with challenging behaviour, providing play activities for children/young people who are being treated for life-limiting conditions.
- Provide support to the nursing staff by –
 - Explaining treatment and procedures by means of play.
 - To act as an escort when patients move to other departments, within the scope of the role.
 - Assist with feeding if appropriate, within the scope of the role.
 - To provide diversional therapy when a child is undergoing a procedure e.g. having a blood test.
- To observe a personal duty of care in selecting and monitoring of play resources and to maintain and store play equipment in accordance with Trust Health and Safety Standards and Infection Control Policies. To ensure that all play equipment is maintained safely and that the play room/play areas are kept clean and tidy giving attention to the needs of immunosuppressed /compromised children.
- Provide leadership and advice (related to role) or demonstrate own activities or workplace routines to new or less experienced employees in own work area.
- To document and commission accurately all relevant interventions carried out in patient records in order to inform the wider MDT.

- To be responsible for organising educational placements for students on early year and childhood study courses and liaise with the college tutor to provide written and verbal reports and evaluation on the student.
- To liaise with other departments within the hospital promoting an awareness of play requirements and provision required for paediatric patients in other areas e.g. Plaster room, ultra-sound scanning, x-ray arranging appropriate resources as necessary.
- To liaise with organisations such as Starlight Foundation to nominate children for ‘wishes’ and to organise these with children and families.
- To respect the individuality, cultural and religious diversity of patients and their families and contribute to the provision of a service sensitive to these needs.
- To undertake mandatory training on an annual basis.
- Participate in the yearly appraisal process for own appraisal and identify own learning needs.
- Organise children’s entertainment programme for monthly visiting entertainers and celebrations as necessary.
- To arrange rostering of the Play staff to provide cover for the in-patient, out-patient needs and to incorporate relevant study days, on a rotational basis with colleagues
- Provide an input into paediatric oncology services –
 - Assist with continuity of care between inpatient and outpatient care.
 - Assist in providing pastoral care for patients, siblings and parents e.g. Holidays, make-a-wish, Starlight foundation.
 - To assist in the social preparation and support for specific procedures e.g. Introduction of central venous access devices, finger prick testing.
 - To distribute and work with the Bead programme through Beads of Courage showing the journey being undertaken at this stage of their lives.
 - On request, participate in MDT meetings and give feedback on patients when requested.

SYSTEMS AND EQUIPMENT

- Input patient information onto the computerised Patient Administration System.

HUMAN RESOURCES

- Be aware of and adhere to local and national HR policies, procedures and guidelines.
- Attend statutory training sessions as required, including the mandatory training day and others as deemed mandatory by the trust or CNM.
- Participate in the yearly appraisal process for all members of staff and identify any learning needs one has.
- To work in accordance with Trust policies and procedures.

PROFESSIONAL CONDUCT

- To adhere at all times to uniform policy.
- To conduct oneself in a manner perceived by others as constructive.
- To address personal concerns professionally through appropriate channel.
- To respect the individuality, cultural and religious diversity of patients and their families and contribute to the provision of a service sensitive to these needs.
- In the event of a Major Incident or Pandemic you may be asked to carry out other duties as requested. Such requests would be in your scope of competence and reasonable and with staff side agreement. You would also be reasonably expected to participate in training for these infrequent events.
- Attention is drawn to the confidential nature of the information collected within the NHS. The unauthorized use or disclosure of patient or other personal information is a dismissible offence and in the case of computerised information, could result in prosecution or action for civil damage under the Data Protection Act 1998.
- It is a condition of your employment that, should you come into possession of information relating to the treatment of patients or the personal details of an employee, you should regard this information as confidential and not divulge it to anyone who does not have the right such information.
- The Trust fully upholds the Caldicott Report principles, and you are expected within your day to day work to respect the confidential of patient identifiable information.



PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Maths level 3/GCSE A – C • English level 3/GCSE A – C • Related Childcare qualification (eg CACHE Level 3) • Level 3 Hospital Play Specialist 	

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • To have a basic knowledge of the needs of the child and family • Recent experience in Childcare/Healthcare setting (sufficient so that the competencies required for the role will be met) • Awareness of basic child protection procedures • Knowledge and experience related to the use of play in a children’s hospital environment clinical (sufficient so that the competencies required for the role will be met). • Ability to use own initiative to organise work 	

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none">• Caring attitude• Basic computer skills• To cope with stressful working conditions and fluctuating workload	<ul style="list-style-type: none">• Teaching skills

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none">• Good communication skills• Flexibility in working patterns• Good interpersonal skills• Approachable manner• Team player• Motivated	

GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

INFORMATION GOVERNANCE

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trust's Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to

take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

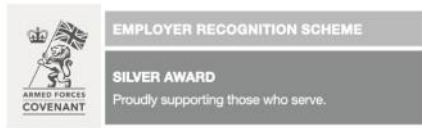
The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





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[Getting to The Royal Shrewsbury Hospital](#)

The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

[Getting to The Princess Royal Hospital](#)