

# Job description

**Job title:**

Lead Senior Pepper Play Specialist

**Contract Type:**

Permanent – 30-37.5hrs

**Location:**

Community based in Herts & Bucks (as well as homeworking)

**Salary:**

£35000 - £38000 FT (Depending on experience)

**Line Manager:**

Head of Fundraising & Service Delivery

**Accountable to:**

The Pepper Foundation board of trustees

**About The Pepper Foundation:**

The Pepper Foundation raises funds to provide children's hospice care at home in Buckinghamshire and Hertfordshire. Since 1993, the charity has been ensuring that families caring for children with life-limiting and life-threatening conditions have access to essential clinical nursing care, and more recently, specialist play services and family days out too. It is our mission to provide families with the choice to stay in the comfort of their own homes at a time that is extremely challenging. We believe that it is important to ensure that families are able to stay together and that they are able to experience as much joy as possible in the time they have together. The Pepper Play Service is extremely important to our mission, as it means that children that are socially isolated, have the opportunity to play, develop and create happy memories.

**Primary purposes of the post**

As the Lead Senior Pepper Play Specialist, you will lead the development and delivery of our Pepper Play Service for children and families receiving palliative and end-of-life care in their homes. This is both a hands-on and strategic role—combining specialist play practice with leadership, service development, and external partnership-building. You will oversee the delivery of high-quality, evidence-based play interventions, supervise a growing team of play professionals, and build relationships with local hospices, hospitals, community services, and referrers to establish clear pathways of support.

You will work alongside the Senior Pepper Play Specialist to assess, plan, schedule and deliver specialist play services to children and young people with life-limiting or life-threatening conditions and/or their siblings primarily in their own homes and will also organise events, excursions and group sessions delivered by external providers.

You will ensure that the service is adhering to best practices within GDPR, Health & Safety and Policy & Procedure guidelines.

## Area of operation

Covering Hertfordshire and Buckinghamshire.

## Duties and responsibilities

- Lead, design, and develop the charity's specialist play service to ensure it meets the emotional, developmental, and psychosocial needs of children with life-limiting conditions.
- Manage a team that consists of one play specialist and up to two play workers.
- Provide professional guidance, reflective supervision, and ongoing development opportunities for play team members.
- Responsible for continuing key relationships with hospice partners and establishing new relationships with potential referrers to the service.
- Work in partnership with parents and/or carers and key workers/assigned nurses to implement planned play needs and inform key workers of any changes in the child's condition in a timely manner.
- Carrying out assessment and induction process for new referrals, including risk assessments of the home.
- On-going monitoring of caseload and capacity.
- Deliver play services one-to-one or in small groups either in children's homes or another suitable location, with a parent, guardian or carer present at all times.
- Develop and implement strategies, policies, and procedures that reflect best practice in specialised and palliative play and ensure the service meets all GDPR guidelines.
- Report and record all accidents and incidents in line with the safeguarding and other relevant policies.
- Represent The Pepper Foundation at relevant forums, conferences, and networking events-giving speeches or talks where needed.
- Attend Pepper events when appropriate to represent the charity and actively promote the impact of the Pepper Play Service and The Pepper Foundation.
- Organise family day events and group activities delivered by external providers.
- Work collaboratively with internal fundraising team to raise awareness of the service and assist with the preparation of case studies and other promotional assets.
- Monitor and evaluate service impact, outcomes, and feedback, producing reports and recommendations for senior leadership and fundraising team.
- Ensure training needs and DBS checks of the team are up to date.

## Note

The above is not an exhaustive list of duties, and you will be expected to perform different tasks as necessitated by your changing role within the organisation and the overall business objectives of the charity

## Person Specification

Area	Essential	Desirable
Qualifications, special training and education	<ul style="list-style-type: none"> <li>Registered &amp; qualified Health Play Specialist holding the Foundation Degree in Health Care Play Specialism or previous HPSC/HPSEB, Edexcel PDC/HND in Hospital Play Specialism or oversees equivalent.</li> <li>Experience of line managing a team</li> </ul>	<ul style="list-style-type: none"> <li>Registered Society of Health Play Specialists (SoHPS) or Certified Child Life Specialist (CCLS)</li> <li>NVQ, CACHE, NNEB (level 3) in Child Care/Play Work or Diploma in Children and Young Peoples Workforce or Early Childhood Studies (BA)</li> </ul>
Knowledge and experience	<ul style="list-style-type: none"> <li>Working with children and young people with healthcare needs</li> <li>Working in partnership with families</li> <li>Adapting interventions to different needs or environments</li> <li>Understanding developmental milestones</li> <li>A good understanding of GDPR and patient confidentiality</li> <li>Play plan creation – specifically for children with special needs</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with children and young people with complex healthcare needs</li> <li>Experience of Palliative/end of life care</li> <li>Experience of working for a charity</li> <li>Experience of working with volunteers</li> <li>Risk management skills</li> <li>Experience of grief, loss and bereavement support work</li> <li>Experience of effective working as a team member within an external MDT.</li> </ul>
Skills and abilities	<ul style="list-style-type: none"> <li>Effective core communication skills</li> <li>Good organisational skills and ability to prioritise workload</li> <li>Ability to devise, plan and organise activities and events</li> <li>Ability to record information in a concise, legible and accurate format</li> </ul>	<ul style="list-style-type: none"> <li>Advanced communication skills</li> <li>Able to relate well with families and other healthcare professionals</li> <li>Competent in core clinical skills.</li> <li>Ability to devise and co-ordinate group activity programmes</li> </ul>
Personal qualities	<ul style="list-style-type: none"> <li>Passionate about specialised play for children with life-limiting or life-threatening conditions</li> <li>Supportive of hospice care</li> <li>Positive attitude</li> <li>Enthusiastic</li> <li>Flexible – able to flex working hours to meet patient needs</li> </ul>	

Area	Essential	Desirable
	<ul style="list-style-type: none"> <li>Professional manner</li> <li>Approachable</li> <li>Honest and trustworthy</li> <li>Understanding of professional boundaries</li> </ul>	
Special circumstances and additional requirements	<ul style="list-style-type: none"> <li>Basic IT skills including Microsoft 365 and use of databases</li> <li>Car owner and driver with a full UK driving license - required to drive own car as part of the job</li> <li>Requires motor business use insurance</li> </ul>	

If you have any questions or require further information, please contact the Head of Fundraising & Service Delivery.

This job description does not attempt to describe all aspects of the role to be performed, but indicates the general role required of the post holder. It is open to review and as a result alterations and additions may be made.