



JOB PROFILE

POST IDENTIFICATION

Senior Habilitation Specialist for Children and Young People

DEPARTMENT

Children & Young People's Service (CYPs)

REPORTS TO

Head of Children & Young People's Service.

JOB PURPOSE

To supervise and support a small team of Habilitation Specialists working within a multi-disciplinary children service.

Provide assessment, mobility and independent living skills training for children and young people who have a vision or multi-sensory impairment in Surrey.

JOB PROFILE

As a Senior Qualified Habilitation Specialist you will be required to:

1. Lead a small team of Habilitation Specialists offering professional advice and guidance as appropriate, delivering regular supervision, complete annual appraisals etc.
2. Lead the team in delivering a minimum of six group sessions per annum teaching life skills to the SFS teenage youth group, giving them the opportunity to learn independent life skills within a sociable setting; for example food preparation and cooking etc.
3. Co-ordinate all aspects of the provision of Habilitation (Mobility and Independent Living) training for Children and Young People (CYP) who are vision impaired (0-19 years) within the county of Surrey or attending a LA Surrey school with a VI unit.
4. Where appropriate work in partnership with Qualified Habilitation Assistants (QHA) to maximise the resources within the team for delivering habilitation training to CYP's who access our services. The Habilitation Specialist will take responsibility for the training programmes delivered to the children on

their case list, giving direction and feedback to the Assistant Habilitation Specialist. Any concerns or difficulties with service delivery will be passed on to Head of Service.

5. Assess and monitor the habilitation (Mobility and Independent Living) training needs of CYP who are blind or partially sighted (0-19 years).
6. Undertake environmental assessments in the home, school or public areas as required, for specific habilitation programmes.
7. Undertake appropriate risk assessments, implementing appropriate risk management strategies. Ensure that CYP's needs are met and report any concerns to Service Manager. Ensure all Safeguarding concerns are addressed and reported in line with Sight for Surrey (SFS) processes & procedures.
8. Develop individual habilitation (mobility and independence) training programmes on the basis of needs identified, in agreement with the CYP and/or, where appropriate, parents and others closely involved.
9. To hold a caseload and deliver appropriate individual habilitation training to CYP with Visual or Multi- Sensory Impairment (VI/ MSI) in a range of settings (e.g. homes and home area, nurseries, schools, colleges and public places of relevance to the CYP and their needs).
10. Undertake home visits and, on occasions, work in the evenings and when it is dark to assess and train children and young people with night blindness.
11. Provide guidance and support to parents/carers in order to ensure habilitation (mobility and independence) training in the school and home settings is complementary and consistent.
12. Provide support in habilitation (mobility and independence) for CYP with VI/ MSI at times of transition to and between educational settings.
13. Liaise with parents, teachers, teaching assistants, ancillary workers and other professionals as appropriate regarding the habilitation (mobility and independence) needs of CYP with VI/MSI to provide a co-ordinated service.
14. Maintaining detailed, timely records of habilitation (mobility and independence) provision for CYP on caseload, in-line with SFS processes & procedures. Write reports as appropriate, including monitoring reports and recording statistics in line with SFS key performance indicators (KPIs) and contractual obligations.
15. Plan and deliver training in habilitation to staff working with CYP with VI/ MSI and for peer groups of such pupils/ students.
16. Develop and maintain links with other professionals involved with the education and support of CYP with VI/ MSI (e.g. Qualified Teachers VI, Rehabilitation Officers for Adults, Specialist Social Workers etc.)

17. Develop and provide advice to relevant authorities regarding the habilitation (mobility and independence) needs of CYP with VI/ MSI from the area.
18. Attend Annual Reviews, and other appropriate meetings/events with agreement of Service manager where the sharing of habilitation (mobility and independence) information would be helpful.
19. Participate in and, on occasions, organise extra curricula activities for CYP with VI as part of their habilitation training.
20. Maintain an awareness of current thinking, research and relevant developments in the area of habilitation (mobility and independence) and Habilitation Training, in order to improve and further develop service provision.
21. Undertake such other duties as may be expected within the grade and nature of the post, including when necessary the organisation and management of ad hoc projects.

QUALIFICATIONS REQUIRED

Graduate Diploma in Habilitation and Disabilities of Sight (Children and Young People) or equivalent qualification which specifically meets all the learning outcomes arising from the 'Quality Standards – Delivery of Habilitation Training (Mobility and Independent Living Skills) for Children and Young People with Visual Impairment (2011)': Qualification Participant Learning Outcomes.

Safe Guarding training certificate. (SFS can arrange training following successful appointment)

First Aid certificate. (SFS can arrange training following successful appointment)

IT skills.

WORK CONTEXT

The Children's Services Team is contracted by Surrey County Council Children's Service to provide assessment, mobility and independent living skills training. The post-holder has to adhere to legal requirements e.g. Child Safe-Guarding, Children & Families Act, Carers Act, Education Acts as well as Education, Social Services and SFS policies and procedures. The post holder is expected to adhere to the National Standards for the delivery of Habilitation, General Social Care Council Code of Conduct for Social Care Workers.

Working as part of a charity, there is pressure due to uncertain funding. The client group is vulnerable and there is a high degree of risk involved in teaching independence skills especially mobility e.g. teaching blind children to cross roads. The work involves travelling around the county, working alone and on own initiative. The post-holder will at times need to work flexible hours.

SFS constantly needs to reassess its priorities in line with a changing funding environment and the needs identified by its members and service users. These factors are crucial to SFS's survival and need careful attention. In order for SFS to successfully manage these pressures there is a need for all staff to be flexible and

work wherever their core skills are needed most. No one will be asked to carry out work for which they are not properly trained.

There is a requirement for members of the CYPs team to have an understanding of the overall aims and objectives of the team and how these contribute to SFS's Strategic Plan. Habilitation Specialists are required to plan their work to meet agreed targets, standards and client needs. Work within agreed procedures to achieve team objectives. Considering and identifying where and how their work impacts on the work of the team.

Inspiration

Ensuring CYPs who have VI/ MSI are able to maximise their life opportunities and reach their full potential.

Making things happen

Achieving agreed goals and targets. Manage time and available resources effectively. Collaborating with others to make things happen. Ensuring CYP's are safe and that their needs are recognised as being paramount. When necessary managing crises effectively.

Developing Others/ Team Development

SFS Habilitation Specialists must be open to new learning opportunities, be willing to share their knowledge and skills with others and contribute positively to team development.

Managing Change/Embracing Change

Seek ways to continuously improve their own performance. Suggesting where improvements in service could be made. Open to new ways of doing things. Adapting positively to changes and feeding back the impact of changes to their manager, where appropriate.

Personal Impact

Demonstrate integrity, honesty and professionalism and the ability to be flexible when necessary. Respect the opinion and expertise of others.

Use of Technology and Management of Remote Teams

Using relevant technology proactively and effectively to do their job and, wherever possible, to deliver services.

WORKING ENVIRONMENT

Office, schools, service users' homes, outside environment.
Ability to travel extensively throughout Surrey.

Organisation Chart – at induction