**** Job Description

# Job Title Qualified Habilitation Specialist

**Location** Henshaws Specialist College, Harrogate

**Salary** £16.86/ £32,438.64 per annum

**Band** G

**Hours per Week** 37

**Annual Leave** 25 days plus 10 Statutory holidays (pro-rata for part time / term time roles)

**Reports to** Head of Integrated Therapy Services

**DBS Check** Enhanced Check with child barring list and adult barring list (college students ages range from 16 – 25 years old)

**Job Summary**

To teach independent travel and life skills to students (age 16-25) with visual impairment and a range of disabilities, including multi-sensory impairment, learning disabilities, physical disabilities, Autistic Spectrum Condition and mental health needs.

To promote the use of technology to support learning activities and to develop competence and independence in an educational and community setting.

To plan, implement and review high quality mobility and habilitation training programmes including assessments, orientation and mobility, life skills and communication. To act as an advocate for disabled people at Henshaws, to help promote accessible services; equality; social integration and understanding of the impact of disability.

**Key responsibilities**

Develop and implement individual habilitation programmes (Mobility and Independent Living Skills) on the basis of needs identified, in agreement with the students and/or, where appropriate, parents and others closely involved, specifying the nature of the services to be provided.

* Mobility training may include guiding skills, pre-cane, long cane, orientation (including specialist equipment), wheelchair mobility and route planning techniques.
* Promoting the use of functional vision including the use of magnifiers, lighting and other low vision aids.

Ensure appropriate resources and support are in place, to enable the student to achieve their EHCP outcomes. Motivate, engage and encourage the individuals to reach their full potential.

Undertake assessment of the needs of sensory impaired people to identify their needs and aspirations to promote independent living. This assessment may be carried out independently or as part of a multi-disciplinary, specialist team.

Work within the boundaries outlined in your professional bodies and within the relevant quality assurance frameworks e.g. OFSTED, Quality of Life etc.

Evaluate, monitor and report on the work of the Habilitation Service, including comparison with published Quality Standards, and use the results to inform future planning, service development and resource allocation.

Keep up to date records, gathering data accurately to monitor and evaluate provision effectively.

Provide guidance and support to parents/carers in order to ensure habilitation training in the College and skills transfer to other settings is complementary and consistent.

Provide support in habilitation for students at times of transition to and from the College.

Maintain detailed records of habilitation provision for students on caseload, and complete written reports as required and to support students in discussions and decisions about their needs and wishes including contributions to EHCP plans.

Plan and deliver training in habilitation to a range of professionals and stakeholders.

Develop and maintain links with other professionals involved with the education and support of students (e.g. Occupational Therapist, Physiotherapists, Speech and Language Therapists and Behavioural Analysts.)

To understand the psychological aspects of disability and provide emotional support as part of the rehabilitation process to the individuals, their family and carers.

Actively promote inclusive learning environments, including raising awareness of all forms of access to communication including but not limited to print, Braille, Moon, audio description, ICT, assistive technology, telephones, Deaf blind manual and block alphabet.

To provide advice and guidance around environmental accessibility of educational, recreational and work experience settings, and to provide recommendations to assist with the inclusion and safety of people with sensory needs.

Maintain an awareness of current thinking, research and relevant developments in the area of habilitation and Habilitation Training, in order to improve and further develop service provision.

Contribute to income generation targets.

Undertake general duties:

* Attend team and service meetings as required.
* Participate in regular supervision and Performance Review and Appraisal meetings to develop and improve practice
* Take part in professional development activities

**General**

* Attend all Henshaws mandatory and compulsory training sessions, taking responsibility to ensure training is up to date at all times.
* Take responsibility for your own personal and professional development, including CPD where appropriate.
* Demonstrate a commitment to Henshaws Strategic Aims
* Facilitate training and knowledge sharing across Henshaws and other providers where appropriate.
* Adhere to and support others to uphold Henshaws Values: Inspiring, Proactive, Sharing, Compassionate, Empowering, Informed
* Offer a flexible approach to working hours to meet the needs of the organisation.
* Represent Henshaws in professional manner at all times, contributing to fundraising, marketing and recruitment activities for Henshaws Society as required.
* The employee may on occasions be called upon to undertake work in other locations in order to ensure obligations to students, service users and third parties are fulfilled.
* Comply with Henshaws Health & Safety requirements and be aware of and adhere to current Henshaws policies and procedures
* Any other duty as required by the line manager commensurate with the post.

Person Specification

In order to be shortlisted you must demonstrate that you meet all the essential criteria and as many of the desirable criteria as possible. Where we have a large number of applications that meet all of the essential criteria, we will then use the
desirable criteria to produce the shortlist. All disabled candidates who meet the minimum essential criteria will be included on the shortlist.

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|  | **Criteria** | **Essential/Desirable** | **How Identified** |
| **Skills and Experience** | Experience of working with visually impaired people in a habilitation setting | Essential | Application form/Interview |
| Knowledge and skills in assessment and training of orientation and mobility, communication and independent living skills  | Essential | Application form/Interview |
| Experience of training and assessing visually impaired people with additional disabilities | Essential | Application form/Interview |
| The ability to develop good working relationships | Essential | Interview |
| Effective communication and presentation skills both verbal and written | Essential | Application form/Interview |
| Commitment to the development of high quality services for people with a visual impairment | Essential | Application form/Interview |
| The ability to work effectively, both individually and as part of a team | Essential | Application form/Interview |
| The ability to manage a demanding workload and effectively manage time and resources  | Essential | Application form/Interview |
| The ability to work with others to assess and research user needs | Essential | Interview |
| Competence in the use of information technology | Essential | Application form/Interview |
| **General & Specialist Knowledge** | Practise in accordance with the National Occupational/Habilitation Standards for Specialist Sensory Workers. | Essential | Application form/Interview |
| To maintain an up to date knowledge and understanding of legislation (including community care legislations), statutory codes, standards, framework and guidance relevant to habilitation practise and related fields | Essential | Application form/Interview |
| Experience in teaching Braille and Moon | Desirable | Application form/Interview |
| An understanding of the needs of people with visual impairment, multi-sensory impairment, learning disabilities, physical disabilities, Autistic Spectrum Condition and mental health needs | Desirable | Application form/Interview |
| Knowledge of accessible technology and adapted resources and skills | Desirable | Application form/Interview |
| A working knowledge of current legislation and regulation. In particular in Disability Discrimination, Care Standards and Planning | Desirable | Application form/Interview |
| **Education & Training** | You should have at least one of the following qualifications:* Nationally recognised qualification in habilitation training for children and young people with visual impairment
* Rehabilitation Officer Diploma/Certificate with relevant C&YP experience and willing to complete additional 1-year qualification - Habilitation Work – Working with Children and Young People – Top Up Degree - BSc (Hons)
* Both Mobility officer and technical Officer certificates with relevant C&YP experience, and willing to complete additional 1-year qualification - Habilitation Work – Working with Children and Young People – Top Up Degree - BSc (Hons)
* Qualified Teacher of the Visually Impaired with recognised mobility qualification and willing to complete additional 1-year qualification - Habilitation Work – Working with Children and Young People – Top Up Degree - BSc (Hons)
* Trainee undertaking year 2 of Habilitation and Disabilities of Sight Graduate Diploma
 | Essential | Application formCopy of certificatesPre-employment checks |
| Advanced certificate in Education – Working with Children with a Visual Impairment | Desirable | Application form/Copy of certificates |
| Recent training related to either sensory impairment, Community Care practice, or working with children and families. | Desirable | Application form/Copy of certificates |
| **Special Requirements** | Comply with Health & Safety requirements of the Society, operate within the employee code of conduct and respect confidentiality at all times. | Essential | Interview |
| Commitment to the aims and mission of Henshaws Society | Essential | Application form/Interview |
| Full driving license or access to transport | Desirable  | Application form/Copy of certificates |

Henshaws will make every endeavor to make any reasonable adjustments for applicants who require assistance in carrying out their duties due to a disability.

Henshaws is committed to safeguarding vulnerable adults and children. The post holder may be required to complete an enhanced DBS disclosure check including barring lists for Adult and/or child barring services.

Henshaws is committed to equal opportunities and positively welcomes applications from all sections of the community.