

CORPORATE TEMPLATE FOR JOB DESCRIPTIONS & PERSON SPECIFICATIONS

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| Post Title: Children and Young Peoples Habilitation Specialist | Director/Service/Sector: Children's Services/Well being | | Office Use |
| Grade: BAND 8 | Workplace: Central Service | | JE ref: 3071 HRMS ref: |
| Responsible to: Low Incidence Needs Team Service Manager and VI Team Lead | Date: April 2023 | Manager Lever: | |
| <p>Job Purpose: To work as a member of the Sensory Support Service contributing to the effective and efficient service to children and young people with sensory needs in partnership with their families, carers, early years settings, schools, health and social services, other educational services and voluntary organisations across Northumberland.</p> <p>To deliver specialist habilitation services to promote mobility and independence in blind and partially sighted children and young people from birth to 25 years of age, where they are receiving a service from the Visual Impairment Team.</p> | | | |
| Resources | | | |
| Staff | Intervenors, TAs & LSAs in schools/settings | | |
| Finance | None | | |
| Physical | Responsible for assessments and resources to support work with C&YP with VI and their families, and across a wide range of schools and settings | | |
| Clients | Children and young people with visual impairment (C&YP with VI) aged 0-25, parents/carers, school/settings colleagues, professionals from other services within health, social care and education | | |
| <p>Duties and key result areas: To improve outcomes for children and young people with VI</p> <ol style="list-style-type: none"> 1. Ensure effective mobility/habilitation support of C&YP with VI across the county demonstrating that resources are deployed equitably and efficiently | | | |

2. Assess the needs and capabilities of C&YP with VI and, in consultation with the VI Team Lead, agree outcome measures to reflect improved outcomes and life chances for C&YP with VI
3. Plan and implement individualised mobility/Independent Living Skills programmes for CYP with VI on a one to one basis (taking the National Curriculum into consideration) in agreement with CYP and parents/others where appropriate
4. Provide appropriate training programmes tailored to meet the specific needs of each individual pupil in the home/school/college/community settings
5. Record and report on progress to monitor the impact of interventions, and keep records of pupil progress in accordance with those held by the VI Team and Sensory Support Service
6. Provide advice and guidance to parents/carers, and others closely involved with CYP with VI
7. Deliver habilitation awareness training to parents/carers and professionals
8. Organise/participate in extra-curricular activities for C&YP with VI as part of the habilitation programme
9. Undertake home visits and, on occasion, work evenings(when it is dark)/during school holidays
10. Provide support in rehabilitation for CYP with VI at times of transition
11. Conduct audits of environmental accessibility in home/school/college/community settings
12. Liaise with other agencies as appropriate
13. Contribute to SI Team development plans
14. Comply with the statutory responsibilities of Children and Young People with Additional Educational needs, and with SSS policies and protocols
15. Undertake appropriate risk assessments and ensure appropriate risk management strategies are in place
16. Adhere to county safeguarding policies

| Work Arrangements | |
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| Transport requirements: Working patterns: Working conditions: | Current driving licence and the ability to meet the transport requirements of the post Full time 37hrs Peripatetic working from a central base across the county of Northumberland. |

PERSON SPECIFICATION

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| Post Title: Children and Young Peoples Habilitation Specialist | Director/Service/Sector: Children's Services | Ref: 3071 |
| Essential | Desirable | Assess by |
| Knowledge and Qualifications | | |
| <p>Qualified Children and Young Peoples Habilitation Specialist, or Qualified Rehabilitation Officer willing to undertake the Graduate Diploma: Habilitation Work – Working with Children and Young People – Top Up Degree - BSc (Hons).</p> <p>Knowledge to include:</p> <p>Knowledge of the range of resources available to C&YP with VI</p> <p>Detailed knowledge of child development</p> <p>Knowledge of the Quality Standards for Habilitation, National Occupational Standards for Sensory Services</p> | <p>Recent and relevant training in other aspects of visual impairment</p> <p>First Aid certificate</p> <p>A working knowledge of Braille</p> | <p>Documentation</p> <p>References</p> <p>Application form</p> <p>Interview</p> |

| Experience | | |
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| <p>Experience of working safely with C&YP with VI in the area of mobility in an educational setting</p> <p>Experience of developing and maintaining effective partnerships with pupils, families and professionals</p> | <p>Experience of working successfully with a range of different professionals and agencies in a multi-agency context</p> <p>Experience of family focused working</p> | <p>Application form</p> <p>Interview</p> |
| Skills and Competencies | | |
| <p>An ability to communicate effectively with service users and professionals</p> <p>An ability to effectively assess and plan for C&YP with VI</p> <p>An ability to execute habilitation programmes and monitor effectiveness</p> <p>An ability to execute access and environmental audits</p> <p>Competent ITC skills</p> <p>A high level of personal organisation and time management skills</p> <p>An ability to celebrate success building on a framework of good practice</p> <p>An ability to keep accurate and complete records consistent with legislation policies and procedures</p> <p>Accountability for personal development and professional responsibility</p> | <p>Experience of training and presenting to groups</p> <p>Experience of working with C&YP with complex needs</p> | <p>Application form</p> <p>Interview</p> |
| Physical, mental and emotional demands | | |
| <p>An ability to work as part of a team and independently</p> <p>An ability to approach challenges calmly and with sensitivity</p> | | |

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| <p>An ability to prioritise and manage work pressures</p> <p>An ability to manage time effectively and meet deadlines</p> <p>An ability to manage the physical demands of the role</p> <p>A willingness to work flexibly responding to need including unsociable hours and occasional weekends/during holidays if necessary</p> | | | |
| Other | | | |
| <p>Respect for individual difference and diversity demonstrated through a clearly expressed commitment to the principles of inclusion and equal opportunities</p> <p>A commitment to safeguarding C&YP</p> <p>Satisfactory Enhanced DBS</p> | | <p>Interview</p> <p>Application form</p> <p>DBS document</p> | |

Key to assessment methods; (a) application form, (i) interview, (r) references, (t) ability tests (q) personality questionnaire (g) assessed group work, (p) presentation, (o) others e.g. case studies/visits