



## **Habilitation Specialist**

Salary: Band 11, **£45,718 to £49,764** per annum

Contract: **Permanent**

Hours: **Full time** (37 hours per week)

Portsmouth City Council is committed to safeguarding and promoting the welfare of children, and young people, and expects all staff and volunteers to share this commitment. It is also committed to promoting quality childcare across the City that works to improve outcomes for children.

DBS Disclosure at Enhanced level will be required prior to any offer of employment and this post is exempt from the Rehabilitation of Offenders Act 1974.

Every post is subject to PCC and Portsmouth Safeguarding Children Partnership Board safer recruitment procedures.

### **Who are we?**

**The Vision and Hearing Team** is based in the Civic Offices, and is a highly regarded and expanding Team within the Inclusion Service which is an integral part of the Education Department. The team comprises of Specialist Teacher Advisers, Lead Communicator, Communication Support Workers, Trainee Communicator Support Workers, Higher Level Teaching Assistant and a Habilitation Specialist.

### **What are our objectives?**

We work with sensory impaired children and young people from 0 - 25 years of age, at home or other pre-school settings, in schools and college or approved apprenticeships whose sensory impairment has an effect on education, mobility or ability to live independently.

We are a needs-led team and work in the following way,

- Specialist assessment, teaching, support and advice for individual young people with sensory impairment and their families.  
Contributing to individual learning plans and Education Health and Care Plans.
- Liaising with and working alongside medical and health professionals, Social Care and other professionals
- Delivering specialist training to mainstream and special school/college staff.  
Provision of specialist teacher support for planning provision and the placement and monitoring of pupils with a sensory impairment.
- Keeping a resource bank of specialist equipment available for loan to settings and families.
- Provide training and support on the use of specialist equipment.

Our aim is to maximise the educational and learning opportunities for every individual child and young person, working in partnership with parents and carers, teachers and colleagues in other agencies. We aim for children and young people to achieve the following outcomes:- be healthy, stay safe, enjoy and achieve at school and out of school, make a positive contribution and work towards being as independent as possible in adulthood.

### What is the role?

The post holder will report directly to the Team Leader of the Vision and Hearing Team.

The post will require you to **lead and deliver** the habilitation provision for children and young people with a visual impairment or dual sensory loss, who live in Portsmouth. To meet statutory duty as stated in Education Health and Care Plans and deliver the outcomes within the relevant areas of the Curriculum Framework for Children and Young People with Vision Impairment in line with the 'Quality Standards –Delivery of Habilitation Training (Mobility and Independent Living Skills) for Children and Young People with Visual Impairment **2<sup>nd</sup> Edition**.

You will need to operate with a high degree of autonomy and authority working with a complex and diverse caseload using a range of evidence-base, sensory interventions and tools. You will need to be able to think creatively and differentiate and adapt to meet the individual need. Alongside this, you will provide a high degree of professional support to other professionals, internal and external organisations and families.

You will lead on habilitation practice development to improve the quality of habilitation service delivery and outcomes for children and young people in the city. To identify future service developments for the habilitation provision in partnership with users and other professionals and agencies and advise the Vision and Hearing Team Leader.

- Co-ordinate all aspects of the provision of habilitation (mobility and Independent living) training for Children and Young People (CYP) who are blind, partially sighted or dual sensory loss (within Portsmouth)
- Assess and monitor the habilitation (mobility and independent living) needs of CYP who are blind or partially sighted or whose vision has an impact on education, mobility or ability to live independently. This must also take into account any additional sensory, physical or learning needs and adapt, plan and deliver specialist programmes to meet more complex need.
- 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.
- Deliver appropriate individual habilitation training to CYP with Visual Impairment (VI) 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).
- Undertake home visits and, on occasions, work in the evenings and when it is dark to assess and train CYP with night blindness.

- Liaise with parents, teachers, teaching assistants, ancillary workers and other professionals within educational settings, health and external organisations regarding the habilitation needs of CYP with VI.
- Provide guidance and support to parents/carers in order to ensure habilitation (mobility and independence) training in the community or learning setting and home settings is complementary and consistent.
- Provide support in habilitation for CYP with VI at times of transition to and between educational settings.
- Attend school parents' evenings or other events where the sharing of habilitation (mobility and independence) information would be helpful.
- Participate in and, on occasions, organise extra curricula activities for CYP with VI as part of their habilitation training.
- Set appropriate habilitation targets for the children and young people and contribute towards target setting in Education Health and Care Plans.
- Provide habilitation information, advice and evidence for a visually impaired child or young person undergoing Education Health and Care Plan assessment or review.
- Work collaboratively with the young person in monitoring and recording progress in the development of their habilitation skills.
- Maintain detailed records of habilitation (mobility and independence) provision for CYP on caseload, provide statutory information and evidence and write reports and records of contact as appropriate.
- Plan and deliver training in habilitation to staff working or supporting CYP with VI, and for peer groups of such pupils / students. Plan and deliver training in habilitation to external organisations and other professionals.
- Supervise unqualified staff and students as part of Portsmouth's commitment to support, develop and nurture its staff.
- Undertake environmental audits in the home, school or public areas as required, for specific habilitation programmes or to make recommendations to support the visually impaired child or young person in that setting or public area so they can be safe and as independent as possible.
- Undertake appropriate risk assessments and put in place appropriate risk management strategies.
- Develop and maintain links with other professionals and external organisations involved with the education and support of CYP with VI (e.g. QTVI, Adult Services, Specialist Social Workers, RNIB, charities and other Local Authorities etc.). Establish and maintain effective interagency relationships at a strategic and operational practice level to promote effective interagency assessment, planning, implementation and review.
- Develop and provide advice to relevant authorities regarding the habilitation (mobility and independence) needs of CYP with VI from the area when required.
- Represent the team at meetings and other events as appropriate.
- May need to deal with complex, sensitive and challenging situations with internal and external organisations, settings and other agencies to ensure best practice and the needs of visually impaired children and young people are met.
- Periodically evaluate, monitor, report and develop on the work of the habilitation service, including comparison with published Quality Standards,

Curriculum Framework for Children and Young People with Vision Impairment and use the results to inform future planning and staff deployment.

- Periodically review the Aims and Objectives for the delivery of habilitation, taking account of the outcomes specified in the 'Quality Standards –Delivery of Habilitation Training (Mobility and Independent Living Skills) for Children and Young People with Visual **Impairment 2<sup>nd</sup> Edition**
- 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.
- Be responsible for identifying, sourcing and purchasing necessary equipment and technology to meet habilitaiton needs of visually impaired children and young people. Oversee the maintenance of habilitation equipment and keep up to date with new equipment and technology.
- Responsible for maintaining a Habiliation Equipment Inventory.
- Implement and teach visually impaired children and young people and others (e.g. other professionals, settings and organisations) in use of technology (including Apps eg. for travel) to support the habilitation needs (life skills and independence) of visually impaired children and young people.
- Commit to the protection and safeguarding of children and young people with sensory needs.
- Be fully knowledgeable and trained to the appropriate level in PSCP Safeguarding practice, including Early Help
- Participate in individual and group supervision and training to continue to develop professional skills and knowledge.
- Participate in working groups set up to improve the quality of habilitation practice and service delivery.
- Contribute in developing a Business Plan with the Vision and Hearing Team Leader within a strategic framework.
- Participate in monitoring and evaluation of habilitation service delivery and performance against specified standards and targets.
- Undertake such other duties as may be expected within the grade and nature of the post.

### Who is the person?

You will:

1. Be qualified with a specialist 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.

Qualified in Grade 1 and 2 UEB Braille or working towards

2. Possess a sound base of current issues around orientation and mobility and independent living skills

3. Have knowledge of specialist equipment and technology to promote independence and mobility for children and young people with visual impairments.
4. Have good personal presentation and credibility with a range of potential client groups.
5. Have an insight into your own behaviour and the ability to reflect on practice (in individual and group situations with clients and colleagues).
6. Have the ability to work individually and as part of a team (these are equally important in this role).
7. Be able to demonstrate good and effective oral and written communication skills.
8. Possess effective consultation and negotiation skills.
9. Have the ability to deliver training to a variety of audiences
10. Have excellent self-management skills (prioritising, time management, recognising limitations, planning further professional development).
11. Be able to evidence growth and learning from training and prior employment experience.
12. Have the ability to advise on and teach the use of specialist software and equipment.
13. Be familiar with the Quality Standards Delivery of Habilitation Training (Mobility and Independent Living Skills) for Children and Young People with Visual Impairment.

**You will need to demonstrate that you have the Right to Work in the UK. No post will be offered without it.**

### **General Data Protection Regulation (GDPR)**

As part of any recruitment process, Portsmouth City Council collects and processes personal data relating to job applicants. Portsmouth City Council is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations under the General Data Protection Regulations (GDPR).

Completing and sending an application in for a vacancy is your consent for us to process your data for the purpose of recruitment. Your data is not used in any other way, and you can withdraw your consent at any point in the recruitment process and we will destroy or delete your information.

For more detailed information on what we collect, how we use, store, delete data and your rights you can access a privacy statement on our Job board.