

JOB TITLE: Habilitation Specialist (VI CYP)
GRADE: H7 – H9 (*Career Progression Scheme*)
REPORTS TO: Lead Teacher for Vision Impairment
TEAM: Integrated Services for Learning
DEPARTMENT: SEND Specialist Advice and Support Service

Purpose of the Job

To deliver Habilitation training and support to children and young people with vision impairment according to their assessed needs, working in partnership with members of Vision Impairment Team and wider service.

Main Areas of Responsibility

Under the supervision and line management of the Lead Teacher for Vision Impairment:

Co-ordinate all aspects of the provision of Habilitation (orientation, mobility and independent daily living skills) training for CYP who have vision impairment (VI).

Assess, develop, deliver and monitor the Habilitation (orientation, mobility and independent/daily living skills) needs of individual CYP who have VI, in agreement with the CYP and/or, where appropriate, Parents/Carers and others closely involved.

Undertake environmental audits in the setting/school or public areas, as required.

Undertake appropriate risk assessments and advise schools on specific risk management strategies e.g. for school trips/activities.

Deliver appropriate individual Habilitation training for CYP with VI in a range of settings (e.g. homes and home area, Early Years settings, schools, colleges and public places, including public transport, of relevance to the CYP and their needs).

Undertake home visits and when appropriate, work in the evenings according to individual needs of CYP.

Provide guidance and support to Parents/Carers, and other professionals in order to ensure Habilitation training and independent/daily living skills in the school and home settings is complementary and consistent.

Provide support in Habilitation for CYP with VI at times of transition to and between educational settings.

Liaise with Parents/Carers, Teachers, support staff and other professionals within educational settings regarding the Habilitation needs of CYP with VI.

Maintain detailed records of Habilitation provision for CYP on caseload and write reports as appropriate.

Contribute to the EHC Plan assessment process and annual EHC Plan Review, as appropriate.

Contribute to the planning and delivery of countywide training for Staff working with CYP with VI and for peer groups.

Support multi-agency working by developing and maintaining links with other professionals involved with the education and support of CYP with VI (e.g. QTVI, Rehabilitation Officers for Adults, Sensory Services).

Work collaboratively with colleagues both within and outside ISL, including the Delivering Special Provision Locally Partnerships, to promote early intervention and assessment.

Participate in and, on occasions, organise extra-curricular activities for CYP with VI as part of their Habilitation training.

Review the Aims and Objectives for the delivery of Habilitation Training, 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 (2011)'.

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.

Maintain registration with Habilitation VI UK or acquire this following completion of the qualification.

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.

Person Specification

Please provide a supporting statement which includes examples and evidence of when you have demonstrated the attributes listed below.

You will be expected to address each point separately and in the order listed.

If you do not complete a full supporting statement in the requested format, your application may be rejected.

Candidate should:

- Have excellent verbal and written communication skills.
- Be able to work effectively with children, Parents/Carers, setting staff and other professionals, including within multi-agency teams.
- Have experience working with babies, children and young people.
- Be committed to the inclusion of children with SEND and have a good understanding of the potential challenges and needs of families with children with SEND.
- Hold, or be prepared to undertake the BSc Habilitation Work or Graduate Diploma, Habilitation and Disabilities of Sight (Children and Young People). If not, they must be prepared to acquire this mandatory qualification. If this qualification is not held the appointment will be made at H7. NB - where a person does not hold the recognised qualification, candidates require a Level 3 qualification (A Levels, GNVQ or equivalent) in order to be accepted onto the requisite course. Upon successful completion of the qualification, the candidate would need to remain in post for 2 years.
- Be able to work on their own initiative whilst also being a collaborative member of a team.
- Be able to problem solve, prioritise workload and keep accurate records.
- Have experience of supporting children with SEND (essential).
- Have experience and knowledge of vision impairment (desirable).
- Have experience of delivering training to adults.
- Have proficient technology skills e.g. use of a laptop, i-Pad.
- Hold a full driving licence and have access to a vehicle. The ability to travel across the county is essential.

Criminal Background Check

Safeguarding children and adults is of utmost importance to Hertfordshire County Council. The Council requires employees to abide by legislation and best practice to enable Hertfordshire to achieve this. This role has been identified as requiring a Disclosure & Barring Service (DBS) check or Basic Disclosure. You must therefore ensure that any relevant criminal record check application is completed and returned as requested by the Council, as this is deemed a contractual requirement of employment.

It is a contractual obligation to disclose any cautions, reprimands or convictions and to update your manager of any changes to your status whilst in employment. Enhanced DBS roles will be reviewed periodically during employment, by means of DBS Dip Sample or three yearly rechecks. Failure to disclose changes to your status may be detrimental to your employment and you may be subject to disciplinary action.

Please note that additional information referring to the check is in the guidance notes to the application form. If you are invited to interview you will receive more information.

Diversity and Inclusion

Hertfordshire County Council is committed to making inclusion part of our DNA, both as a large employer of people and as a provider and commissioner of services.

We strive to positively promote diversity and inclusion across the delivery of services and within our workforce. We want everyone at work, regardless of their background, identity or circumstances to have a sense of belonging to the organisation. We want all employees to feel valued, accepted and supported to succeed at work and reach their full potential. Our Diversity and Inclusion Strategy is available on the internal intranet or from your line manager.

Health and Safety

It will be the duty of every employee while at work to take reasonable care for the Health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

Additional Information: Code of Practice on the English Language Requirements for Public Sector Workers

Public Authorities must ensure that all members of staff in customer facing roles, whatever their nationality or origins, are able to communicate the English language fluently with the general public, verbally and in written format (access needs will be met for those with a disability).