

JOB SUMMARY

Post Title	Re-ablement Leader						
Job Family	<i>Service Delivery</i>	Pay Range	7	Line Manager to others?	Yes	Role profile ref	<i>SD07</i>
Service Area	Adult Social Care & Housing Needs – Community Re-ablement & Outreach (incl. OCIT)						
Line Manager	Registered Manager / Assistant Manager						
Location	Island wide which will include regular travel and Sandown Barracks & St Mary's Hospital						

Job Purpose

To case manage a number of people in the service, undertaking referrals, assessments and reviews to ensure the service provided is appropriate, person centred and a high quality.

Complete accurate records, involving the people supported, that reflect the persons care and support needs and guide support workers to be able to undertake their role competently.

To line manage a small team of support workers, providing advice, guidance and regular 121 / team meetings.

Job Context

- Prepare comprehensive referrals, assessments and reviews, completing documentation accurately both written and electronic, and always involving the person being supported
- Actively seek feedback from the people supported and the support workers to ensure that effective reviews of the service take place.
- Work in partnership with colleagues and other professionals to ensure good outcomes for the people we support
- Directly undertake personal care duties and to lead by example when the service dictates
- Line manage a team of support workers undertaking regular 121 meetings. Observations, competency assessments and team meetings; keeping accurate records of discussions and observations

Knowledge, Skills and Experience

Role Profile requirements.	Job specific examples. (if left blank refer to left hand column)	Essential	Desirable
Appropriate experience of working with and understanding of the relevant statutory frameworks / requirements.		X	
Practical knowledge of a range of procedures and specialist equipment to support clients.	An understanding of working with people, doing with and not for, in a re-abling and encouraging way.	X	
Working knowledge of IWC professional groups and external agencies as relevant to the role.			X
Sensitivity and empathy to build trusting and supportive relationships.		X	
Skills to influence, persuade and motivate clients to achieve agreed goals and targets.		X	
Proven ability to build and maintain constructive working relationships with a range of people.		X	
Proven ability to research, analyse and present complex information.			X

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Proven ability to prioritise own workload and achieve deadlines.		X	
Literate and numerate. Ability to maintain required records.		X	
ICT skills including use of Microsoft applications.		X	
Proven ability to communicate one to one and in small groups.		X	
Proven ability to plan the management of challenging behaviour in clients		X	
Qualifications			
Role Profile requirements.	Job specific examples. (if left blank refer to left hand column)	Essential	Desirable
May require relevant certifications including evidence of fluency in English language.	Minimum of QCF L2	X	
GCSE level qualifications or equivalent			X
Willingness to undertake continuing professional development required for the role		X	
Other Requirements			
<p>The Isle of Wight Council is committed to safeguarding and promoting the welfare of vulnerable children and adults and operates stringent recruitment practices. All employees are expected to familiarise themselves with the Council's Safeguarding Policies and all other relevant policies so our staff can work safely, professionally and competently at all times.</p> <p>The Isle of Wight Council has a duty to protect employees from harm as far as is reasonably practicable and all employees have a duty to protect themselves and others from harm. All employees are expected to familiarise themselves with the Council's Health & safety Policies and undertake relevant training to ensure compliance with Health and Safety Requirements.</p> <p>All employees are required to comply with the Council's Data Protection and GDPR Policies. You are responsible for ensuring that any information or data you collect, or input complies with the standards set out in these documents.</p>			
<p>Organisation Structure:</p> <ul style="list-style-type: none"> • Director of Adult Social Care & Housing / Assistant Director • Service Manager / Nominated Individual • Registered Manager • Assistant Manager • Re-ablement Leader • Response Co-ordinator (RCT) • Community Support Worker 			