

Role Profile

Part A - Grade & Structure Information

Job Family Code	6PCS	Role Title	Senior Reablement Practitioner
Grade	PS6	Reports to (role title)	Reablement Team Leader
JE Band	192-227	Directorate / School	Adults, Wellbeing and Health Partnerships (AWHP)
Date Role Profile was created	Feb-26	Service / Department	Reablement
<u>Agile</u>	Community	<u>DBS Requirement</u>	Enhanced with Adults

Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

Role Purpose including key outputs	To promote and restore independence, this role supports integrated working between health and social care by helping individuals in their own homes to achieve the reablement goals outlined in their support plans. To undertake and contribute to the assessment and regular reviews of individuals, including people with physical disabilities, mental health needs, learning disabilities and autism. Supporting them to identify SMART goals in development of their support plan and seeking advice from Occupational Therapists to ensure therapy led treatment as required. To complete accurate and timely record keeping and report writing within electronic systems. To be advanced trusted assessors, to assess people for equipment needs, order the equipment and fit as trained. To work alongside Occupational Therapists for support and guidance and to ensure equipment is continuously monitored throughout their time in Reablement and assess safety. To co- lead and contribute to daily huddles to provide feedback on resident's progress in achieving their identified goals. To work closely with families / carers and other professionals e.g. Reablement Team Leaders and Occupational Therapists etc. To prevent unnecessary admission to hospital or residential care and to support individuals, following discharge from hospital, to regain their skills to be as independent as possible at home. Supporting individuals to develop coping strategies, self-help techniques, and goal setting. Promoting social inclusion, self-esteem, and access to community resources, including Technology Enabled Care. Advising and supporting reablement staff in delivering tailored interventions that reflect individual preferences and needs. Identifying ongoing support needs, considering informal networks and community resources.
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Work Context	The role will work across a geographical area and be expected to work out of multiple offices. The Reablement Service operates 365 days a year from 7am to 10pm and the role will involve working as part of a rolling rota to deliver services. Therefore, flexibility around working pattern is essential. The role is required to work flexibly across other operational areas on a temporary basis when requested, to support service resilience (e.g., covering absence or peak demand). In addition to delivering hands on care in individuals' own homes a portion of time will be spent ensuring accurate record keeping and assessment completion, both within the home using mobile technology/ laptop and in an office setting or at home.
Line management responsibility if applicable	Provide oversight and guidance to junior staff, including carrying out observational supervisions and shadow opportunities for new starters.
Budget responsibility if applicable	Have a regard for supporting adult social care to provide services within the budget, make recommendations to support individuals using friends, family and community support.
Representative Accountabilities Typical accountabilities in roles at this level in this job family	Risk Management • Contribute to risk awareness in carrying out duties and raise issues where appropriate. • Conduct standard assessments of service users' circumstances and issues, recommending onward referrals, to ensure protection of vulnerable individuals. Case Management • Manage straightforward cases in specified service area as allocated by senior colleagues, working within guidelines and procedures, and record service user progress. • Support service users to access community opportunities and work directly with users, providing advice and support to facilitate independence. Planning & Organising • Plan, organise and supervise allocated activities within procedural and regulatory framework. Typically deal with multiple cases and/or groups at one time. • Assist in development and project work, and working with other staff to provide information and feedback. Finance/Resource Management • Make recommendations for the provision of services in line with the budget determined according to assessment of needs. Work with others • Build effective relationships internally and externally on day-to-day service issues. • Liaise with carers, relatives, colleagues and other agencies to ensure good communications and service to users. People Management • Assist in the induction of new staff and by sharing expertise and knowledge within the team. • May oversee and guide more junior staff. Duties for all Values: To uphold the values and behaviours of the organisation. Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity. Health, Safety & Welfare: To work alongside colleagues in the maintenance of a safe working environment reporting incidents, accidents, repairs and maintenance promptly and taking appropriate action as required. adherence to safe working under the health and safety policy is required.

Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics	• Vocational Qualifications Level 2/3 or equivalent in relevant field with practical knowledge of service user group needs, or equivalent experience. • Understanding of relevant legislation, processes and procedures and issues relating to the service user group. • Ability to show an understanding of the circumstances of people with social care needs, to gather detailed and appropriate information and to reach a view about the likely source of assistance. • Able to present options and choices and support others to come to their own conclusions • Numeracy skills and the ability to understand and explain basic cost information. • Good written and oral communication skills with the ability to build relationships with a range of stakeholders. • Competent in a range of IT tools including databases and MS Office. • Ability to explain processes and concepts in simple terms and produce simple reports, and to build and maintain effective relationships with a range of people. • Able to plan and prioritise own work in the context of conflicting priorities. • Ability to work effectively and flexibly as part of a team • Ability to guide and support less experienced or more junior colleagues. • Experience of working with the user group. • Satisfactory DBS clearance might be required.
Details of the specific qualifications and/or experience if required for the role in line with the above description	* Completion of the Care Certificate within 12 weeks of the start of employment or provide evidence that it has already been attained. * Ability to work towards National Qualification level 2 and 3 in Health and Social Care or equivalent, and to achieve Level 1 in English literacy and numeracy. * Knowledge of how to promote the independence of and self-determination of people who use the services. * Understanding of equality and diversity issues and how they relate to the service provision. * Willingness to develop knowledge in specialist areas such as dementia, mental health, learning disabilities and autism, nutrition, alternative communication methods. * Ability to work on own initiative, taking decisions as appropriate and assessing long term needs of individuals. * Ability to work with health partners towards health and social care integration. * Ability to demonstrate a customer focussed approach, communicate sensitively in difficult situations and put people at their ease. * Ability to approach issues in a creative and holistic way. * Commitment to contribute to improving practice standards and personal competencies through continuous personal development. * Ability to record accurate information both on written records and electronic records. * Ability to competently use mobile technology and laptops to review and record activity within the service. * Ability to understand and work within Information Governance policies. * Ability to work within timescales in accordance with the rota. * Ability to be adaptable and flexible within the role. * Car driver with own vehicle and business insurance, willing to travel around the county. * Satisfactory clearance of Enhanced Disclosure and Barring Service (DBS) check for regulated activity. * Complete verifiable employment history. * Mobile and able to physically assist individuals in course of work.
Role Summary	Roles at this level provide a practical front line support service helping with advice and guidance and managing a less complex caseload, or providing frontline support to service users and their families/carers. They work as necessary with community, professional groups and local organisations to ensure provision of advice and support to service users, using analysis and judgement to apply knowledge of systems, procedures and good practice. They will need to be able to work independently, as well as part of a team, and will work under the supervision and guidance of more senior staff. They will set their own priorities within short, e.g. day-to-day or week-to-week timescales. They may be involved in guiding the work of less experienced or more junior staff.
Reference Number	BM-2026-067