JOB SUMMARY

Post Title	Re-ablement Leader						
Job Family	*Service Delivery*	**Pay Range**	*7*	**Line Manager to others?**	**Yes**	**Role profile ref**	*SD07*
Service Area	Adult Social Care & Housing Needs – Community Re-ablement & Outreach						
Line Manager	Registered Manager / Assistant Manager						
Location	Island wide which will include regular travel and county hall & St Mary's Hospital						

Job Purpose

To manage a caseload of people accessing the reablement service, coordinating referrals, assessments, and reviews using the service's electronic systems to ensure support is appropriate, person-centred, outcome-focused, and of a consistently high quality, in line with reablement principles that promote independence and *doing with, not for*.

To work in partnership with people supported to identify, agree, and review person-centred goals, using an enabling and motivational approach that focuses on *working alongside individuals*, building skills, confidence, and independence. Progress and reablement outcomes will be accurately recorded within the electronic system to evidence measurable achievement and reduced reliance on support.

To maintain accurate, timely, and comprehensive electronic records that clearly reflect individual strengths, care and support needs, and reablement goals, ensuring support workers are guided to deliver safe, effective, and enabling interventions that encourage people to do as much as possible for themselves.

To provide effective leadership and line management to a small team of support workers, promoting a strong reablement culture by embedding the principles of *doing with rather than doing for*. This will include offering advice, guidance, and regular one-to-one and team meetings to support high standards of practice, professional development, and consistent delivery of outcome-focused reablement support.

Job Context (key outputs of team / role to provide some specific examples of role profile accountabilities)

- Complete comprehensive referrals, assessments, reviews, and care planning using the electronic recording system, demonstrating strong digital competence and ensuring documentation is accurate, up to date, person-centred, and outcome-focused.
- Work collaboratively with people supported to develop **clear, achievable, person-centred goals**, regularly reviewing and updating these within the electronic system to evidence progress, outcomes achieved, and any ongoing support needs.
- Ensure people being supported are fully involved in electronic assessments and reviews, with their views, strengths, goals, and outcomes clearly recorded.
- Actively seek and utilise feedback from people supported and support workers to inform effective reviews and continuous service improvement.
- Work in partnership with colleagues and external professionals to promote positive outcomes and independence for people using the service.
- Undertake direct reablement and personal care duties when required, leading by example and maintaining professional standards in line with service expectations.
- Line manages a team of support workers, undertaking regular one-to-one meetings, observations, competency assessments, and team meetings, ensuring all supervision and performance activity is accurately recorded on relevant systems.

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.	A clear understanding of working collaboratively with people, focusing on enabling, empowering, and encouraging independence rather than doing tasks for them.	**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**
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**
European Computer Driving Licence or equivalent			**X**

Other Requirements

The Isle of Wight Council is committed to safeguarding and promoting the welfare of vulnerable children and adults and operates robust and stringent recruitment practices. All employees are required to familiarise themselves with and adhere to the Council's Safeguarding Policies and associated procedures to ensure they work safely, professionally, and competently always.

The Council is committed to protecting employees from harm so far as is reasonably practicable. In turn, all employees have a responsibility to safeguard their own health and safety and that of others. Staff are expected to familiarise themselves with and comply with the Council's Health and Safety Policies and to undertake all relevant training to meet statutory and organisational requirements.

All employees must comply with the Council's Data Protection and GDPR Policies and procedures. Post holders are responsible for ensuring that any information or data they access, record, or input is handled lawfully, securely, and in accordance with established standards.

All post holders must be able to meet the travel requirements of the role, hold a full UK driving licence, and have access to their own vehicle to enable travel between community locations as required**.**

Willingness to undertake continuing professional development required for the role. Essential

Organisation Structure:

- **Director of Adult Social Care & Housing / Assistant Director**
- **Service Manager / Nominated Individual**
- **Registered Manager**
- **Deputy Manager**
- **Assistant Manager**
- **Re-ablement Leader**
- **Response Co-ordinator (RCT)**
- **Community Support Worker**