

**Vision Rehabilitation Specialist**

<b>Reports to:</b>	Team Manager for Sensory Service		
<b>Department:</b>	Adult Social care	<b>Grade:</b>	PO2
<b>DBS Status:</b>	Enhanced DBS check, Children and Adults barred list.	<b>Politically restricted:</b>	No

**Job Purpose:**

To identify, deliver and evaluate professional rehabilitation interventions to visually impaired people to enhance their skills and confidence to maximise their independence.

To assess and provide support plans to help people at risk from harm or becoming dependent on others due to their sight loss.

To act as an advocate for visually impaired people and the organisation to help promote accessible services; equality; social integration and understanding of the impact of sight loss.

**Values**

Collaborate proactively.  
Lead inclusively.  
Embrace change.  
Be bold and curious.  
Celebrate and share our success.

**Job specific roles and responsibilities**

1. **Assessment:** To undertake specialist visual impairment assessments with the visually impaired person to identify their needs and aspirations to promote independent living.
2. **Rehabilitation and service provision:** To plan, implement, evaluate and review rehabilitative services to the visually impaired person aimed at maximising and maintaining independence, safety, dignity and choice. Rehabilitation may include, but not be restricted to:
3. **Daily Living Skills** – to provide Daily Living Skills training; to include the teaching of new skills or adapted practice for all aspects of daily living, home management, employment and leisure.
4. **Communication Skills** – To provide communication training; to include all forms of access to communication including but not limited to print, Braille, Moon, audio description, ICT, telephones, Deafblind manual and block alphabet.
5. **Mobility training** – To develop planned programmes of training to develop independence in indoor and outdoor mobility environments, including training in guiding skills, pre-cane, long cane, orientation (including specialist equipment) and route planning techniques.
6. **Low vision** - To provide low vision training/therapy in coordination with local NHS low vision services that helps individuals make the best use of functional vision, magnifiers, lighting and other low vision aids.

7. To work with visually impaired people who have additional complex needs such as dual sensory loss, learning, physical and mental health disabilities in recognition of the cumulative effect of additional disabilities. To liaise with other specialist workers as necessary.
8. To assess and recommend minor works of adaptation as highlighted in the specialist visual impairment assessment and liaise with all relevant parties in line with employer's budget and policies.
9. To work within a safeguarding framework to identify, manage and where possible reduce risk to visually impaired people, family, carers, communities, self and colleagues.
10. To understand the psychological aspects of sight loss and provide emotional support as part of the rehabilitation process to the individual, their family and carers.
11. To signpost and or refer individuals to partners in local authority, health service, education service, welfare and employment services, voluntary sector and other community services.
12. To support visually impaired people to represent their culture, needs, views and circumstances where appropriate.
13. To enable the Local Authority to maintain the Local Authority's Sight Impaired and Severely Sight Impaired Registers.
14. Carry out duties with due regard to the Council's Customer Care, Equal Opportunities, Information Governance, Data Protection, Health and Safety and Emergency Planning & Awareness (including to provide assistance where available) policies and procedures.
15. Employees should embed environmental sustainability into their work, actively contributing to Brent becoming a carbon-neutral borough in 2030.
16. Undertake any other duties commensurate with the general level of responsibility of this post.

Safeguarding is everyone's responsibility and all employees are required to act in such a way that at all times safeguards the health and well-being of children and vulnerable adults.

Undertake any other duties commensurate with the general level of responsibility of this post.

### **Essential Requirements (key skills & qualifications)**

#### **Knowledge and Qualifications**

1. Qualification required – Honours Degree or Dip. H. E./Foundation Degree in Rehabilitation Studies/Mobility and Technical Officer, (Visual Impairment) or equivalent.
2. RWPN (Rehabilitation Workers Professional Network) membership.
3. Appropriate level of knowledge of legislation, policy and philosophy relating to relevant service user groups, and knowledge and experience of applying relevant legislation that could impact upon service users.

4. Knowledge and experience of specialist visual impairment, and of assessment / care management and principles.
5. Good knowledge of Welfare Benefits.
6. Knowledge of safeguarding children and adults procedures

**Experience**

1. Considerable experience of working with people with a visual impairment.
2. Ability to undertake holistic assessments of adults with a variety of complex issues, and to plan and provide services to meet individual needs.
3. Skills in liaising and negotiating.
4. Ability to evaluate and manage risk.
5. Ability to write clearly and concisely.
6. Good interpersonal skills.
7. Effective communication skills (oral and written/typed).
8. Ability to work under pressure and use own initiative.
9. Ability to travel independently in connection with work and undertake home visits.
10. Ability to work flexible hours, including the completion of assessments and occasional planned meetings / appointments outside of normal office hours

**Skills and Abilities**

1. To ensure that the services provided are responsive and sensitive to social, cultural, linguistic and religious needs of service users in accordance with Equal Opportunity policies.
2. To ensure that the needs of carers are addressed and taken into account when individuals are assessed, including offering carers' assessments if required.
3. To arrange for individuals who do not meet service criteria to be advised of relevant alternatives and to make appropriate referrals.
4. To recognise possible abuse indicators, and take appropriate urgent action to protect the vulnerable individual in accordance with the Safeguarding Adults Procedures
5. Taking appropriate action to deal with service users' emergencies, for example, the breakdown of an existing care situation.
6. Identifying adult protection issues and ensuring they are addressed
7. Keeping up-to-date with relevant legislation, welfare rights, developments in treatments techniques, new technology / equipment relevant to visually impaired people, and building up knowledge and resources within and outside the Council, which will benefit service users / carers.

**Overall Headcount: 0**

*Within reason these key deliverables may evolve to meet service need and it is expected that the postholder will be flexible and adaptable in their delivery to meet both service and council wide needs*