

Job Description

Position Title	Multi-Sensory Worker		
Location	Devon		
Reporting to	Multi-Sensory Impairment & Enabling Service Team Leader		
Grade	D		
Directorate/Section/School	Education and Learning		
Effective date of JD	Apr-22	Job Number	G.2533

Job Purpose:

To be part of a team providing individual support to children and young people who have a multi-sensory impairment, are registered as deafblind, and who may also have secondary conditions. This will be in a variety of settings including community, educational, community and home environments. To support the young person with communication, access to information, learning and development, and orientation and mobility.

To involve children and families in the day to day running of the service, providing children and young people with the opportunity to express their views in a way that best suits their current requirements and to have their opinions taken into account. Also to be able to influence the shaping of service.

The post holder will need to be a skilled communicator including the use of British Sign Language and, as well as a good working knowledge of other forms of communication methods as they will need to use a total communication approach within their practice

Main duties and responsibilities:

This list is intended to summarise the key responsibilities and is not intended to cover every task that may be required of the role: -

- The post holder will make decisions within established procedures. These decisions will include planning activities and a responsibility for Health and Safety.
- Responsible for the safety, wellbeing, care and supervision of the young people during sessions including administration of medication where appropriate, in line with individual care plans and risks assessments.
- Responsible for the safety of any equipment and property belonging to the child, and/or service. Including First Aid kit, wheelchairs and medication for the young person (where appropriate).
- The post holder will raise overall awareness of the needs of Young People with Multi-Sensory Impairment within the environments and settings they need to access as part of their daily living.
- The post holder will be handling petty cash and children and young people's cash.
- The post holder will be responsible for the security and safekeeping of records and reports, such as young people's personal files.
The post holder accurately records details regarding working with children and young people.
- There is a requirement to make on the spot decisions in an effective and professional manner.

- This post holder will be able to deal with situations that arise including exposure to challenging behaviour.
- The post holder will be able to respond to communication needs of Multi-Sensory Impaired Young People using identified communication methods, and a range of other strategies to ensure young people are fully involved in activities and facilitated to make their own choices.
- The post holder will support the young person with their communication; in accessing learning and development including their Orientation and Mobility.
- The post holder will support the young person with their personal care, emotional needs, safety, and enabling wider accessibility to daily life and independence skills.
- The post holder will implement programmes developed by professionals involved with the care and development of the young person to include: Advisory Teachers Rehabilitation Officer for Visually Impaired Children, Teachers, Physiotherapists, Orientation and Mobility Officer and any other professional that may be involved.
- The post holder will ensure and maintain a safe and supportive environment for the young person.
- To undertake, clinical tasks as required following appropriate training by a Registered Nurse or MSIE Manager. This may include assisted feeding, moving and handling, support with medical needs including administering medication.
- The post holder will adhere to and reinforce individual plan of care as devised by appropriate Health/Social Care professionals alongside parental guidance.
- There is an element of report writing and record keeping and a duty to positively engage in and attend team meetings.
- The post holder will be able to plan and develop learning activities and play opportunities which respond to the needs of the individual and promote life skills.
- The post holder will support children and young people with Multi-Sensory Impairment to access community settings positively promoting inclusion.
- The post holder will make links with community settings in order to plan activities for the Young People with Multi-Sensory Impairment, and to support the setting in understanding and managing the needs of the individual.
- Create strong, positive relationships with young people, supporting children's emotional wellbeing and ability to build their own resilience.
- Support children with behaviour that can – at - times be challenging.
- The post holder will be the lead direct worker that supports a child within education and will take responsibility for coordinating and sharing information from an MSIE service perspective.
- Attend multi-agency meetings representing the service, as well as meetings at nurseries, schools and colleges, and attending appointments with young people in health environments.
- Plan and develop learning activities and play opportunities which respond to the needs of the individual and promote life skills.
- Develop and adhere to risk assessments, always ensuring young people's safety.
- Raise overall awareness of the needs of young people with a multi-sensory impairment within the environments and settings they need to access as part of their daily living.
- Active participation in an annual appraisal.
- Carry out personal care for children and young people including supported feeding, toileting, and administering of medication, including emergency medication.
- Enhance and further develop the communication with children and young people who have a multi-sensory impairment. Able to use British Sign Language alongside other

identified communication methods, such as deafblind manual, objects of reference, pictures. You will need to be able to use a range of other strategies and be creative with new ideas to ensure young people are fully involved in activities and facilitated to make their own choices.

- You will be required to always act in a manner which illustrates respect for young people's privacy, dignity and confidentiality, ensuring effective patient care using a range of skills including reassurance, tact and empathy.
- You will be lone working as well as working in group settings and therefore responsible for the safety, wellbeing, care and supervision of the young people during sessions including administration of medication where appropriate, in line with individual care plans and risks assessments. Including reporting any safeguarding concerns/incidents/accidents to parents/your line manager in a timely manner.
- Post holder has a responsibility for maintaining quality of own work, encourage others, contribute to improving quality or developing a culture to improve. This is in addition to the general category listed below.
- Manage time effectively and prioritise demands acting on own initiative
- Individual responsibility for ensuring attendance at induction, mandatory and all other identified training updates.
- Contribute to working parties to represent the perspective of the service in the wider sense of work with other agencies. You will be required to devise documents and checklists for others to use, which will assist with the completion of tasks.
- Complete and implement care plans, risk assessments and specific intervention programmes, including administering medication and medical procedures for the individual needs of each child and young person.
- Providing administrative support in relation to updating care plans, development plans, risk assessments and records for young people using the service. Further support will be provided through the development of resources needed by staff to work with young people
- The post holder will support the induction process for new staff, including a mentoring role. You will need the ability to present information and share knowledge with the team regarding specific disability as well as individual young people's needs

Person specification

Attribute	Essential	Desirable	Method of Assessment
Experience	• An understanding of the education system including early years-college and an understanding of how to support children to access the curriculum • A good knowledge on conditions and medical needs of children and young people with a visual impairment, hearing impairment and/ or dual sensory loss. • Experience in managing behaviour that challenges including de-escalation and distraction. • A good understanding of current legislation affecting children and young people • Experience of working in a challenging and pressurised environment. • Experience of direct work with families.	• Experience of working within an educational setting • Understand the impact on families and issues affecting children and young people with additional needs, including an awareness of medical conditions that can be secondary to deafblind, for example Epilepsy • Knowledge of the Framework of Assessment. • Experience of implementing a Total Communication approach within your practice.	Application Form and Interview
Practical Skills	• Able to communicate clearly and effectively with clients and their families and other health & social care professionals, education professionals and other professionals from outside agencies and external stakeholders. • Confident in dealing with difficult and confrontational situations and able to advise staff on this if required. • Problem solving skills. • Good organisation skills. • Ability to challenge in a non-confrontational manner and manage conflict. • Ability to exercise judgement, take control and consult when and where necessary.		Application Form and Interview
Communication	• High level of effective written and verbal communication skills. • Ability to complete accurate and comprehensive reports. • Ability to use communication strategies based on an individual's needs • Ability to communicate effectively with children, young people and adults.		Application Form and Interview
Personal Qualities	• Able to maintain strict confidentiality and respect the privacy of clients • Caring, assertive and able to		Application Form and Interview

	- deal with a range of issues • Strong interpersonal skills - to communicate with a wide range of individuals • Ability to deal with challenging situations and be able to make decisions independently • The ability to think creatively to improve the service delivered • Ability to work under pressure. • Ability to work to tight deadlines and manage your time effectively. • Ability to stay calm and focused in a pressured environment. • Positive attitude. • Willing to work flexibly to meet service needs. • Ability to work alone and as part of a team. • Flexible and reliable in your work approach. • Ability to make decisions and be accountable for these.		
Strategic Thinking	• Open to change, new ideas and better ways of working to improve service delivery. • Ability to contribute positively to change.		Interview
Technology / IT Skills	• Good IT skills, familiar with word and excel. • Willing to use different IT packages.	Experience of using CareFirst or must be willing to with training.	Application Form
Education and Training	• Diploma Level 3 in Child Development or equivalent Qualification and willing to undertake Level 4. • British Sign Language Level one with the motivation and willingness to achieve Level two & Level three qualification on appointment • Awareness of Makaton • Safeguarding Children and Young People Level 3 • Numeracy and literacy skills to GCSE level A-C or equivalent	• Cued speech • Diploma Level 4 or be willing to undertake. • Training in physical intervention, e.g. Team Teach or willing to achieve this on appointment. • Willingness to undertake training according to the needs of the post.	Application Form, Interview and Certificates.
Professional Registration	Not applicable		
Equal Opportunities	Devon County Council and its staff seek to eliminate discrimination, advance equality and foster good relations.		Demonstrate knowledge at Interview
Physical	◦ Able to carry out the duties of the post with reasonable adjustments where necessary. ◦ Ability to travel as necessary according to the needs of the post with reasonable adjustments, if required, according to the Disability Discrimination Act.		◦ OH1
Other relevant factors	◦ Commit and conform to DCC Customer Service Standards.		◦

Structure chart

