Building homes, independence and aspirations

Job Profile

Job Title	Lead Reablement Worker		
Job Reference No.	HOMEJD732	Date of issue:	10/04/2026

The job in a **nutshell…**

You'll develop customer care plans and support our Reablement Workers in delivering person-centred and reablement focused personal care. You'll review care and safety plans to ensure that this promotes independent living, with responsibility with some of the more complex forms of personal care.

You'll work in partnership with our customers with a range of support needs, including dementia and frailty. You'll work in a person-centred and reablement focused way, supporting them to maintain or regain their independence to carry out everyday activities for themselves.

What **success** will look like**…**

Customers are empowered to maintain/regain their independence and have as much control as possible in activities relating to their personal care. This will be through supporting them with the more complex forms of personal care, including stoma and catheter care.

Personal care is delivered in a person centred and reablement focused way, through involving customers in the creation of their care and safety plans which ensures the customers preferences needs and aspirations are met as outlined in their support plans. Performance against care plans by Reablement Workers is monitored, and corrective action is taken where required.

Creative solutions are utilised, including assistive living technology that enable the customers to have choice and control to develop and maintain their independence.

Safety and wellbeing of customers is ensured through positive risk management including changes or deterioration in their health, and which is escalated appropriately to the relevant colleague or healthcare professional.

Customers receive the best care and holistic support through understanding the bigger picture and working collaboratively with external organisations, including multi agency panels where required. Customers who may present behaviours that challenge are supported by liaising with the relevant professionals.

Customers are safeguarded from harm through the completion of Mental Capacity Act assessments and other relevant screening tools as well as leading on Deprivation of Liberty Safeguards referrals and reporting of incidents.

Regular building and safety checks are maintained that ensure the safety of our customers and colleagues, and comply with Home Group policy, procedure and CQC Regulations.

Customers are leading purposeful and meaningful lives through regular interaction with their families, other customers and the wider community. They will be involved in a range of events, both internally and externally, with reduced social isolation and improved wellbeing.

An inclusive, open and vibrant environment is facilitated which promotes psychological wellbeing as well as taking account of our customer's and the community's support needs.

You'll already have these **brilliant** skills, qualifications and knowledge**...**

Transferable Skills.	Technical qualifications, experience and knowledge.
We get where our customers are in their lives • Listening to customers to understand their needs • Recognises each customer is different and adopts a flexible, personal approach • Advocate for our customers regardless of who they are • Understand how your role makes a difference to our customers	**Adult care qualification** • Level 3 Diploma in Adult Care, or Level 2 Diploma in Care with relevant experience or willingness to work towards Level 3 • Knowledge of delivering personal care, including more complex forms of care such as stoma and catheter care • Understanding of care planning that supports independence and reablement
We are intuitively collaborative • Understand and play to each other's strengths to achieve a common goal • Work with others as part of one Home Group team • Mentor and shadow others to share knowledge	**Care legislation and regulation** • Strong understanding of CQC requirements and essential standards of quality and safety • Working knowledge of the Mental Capacity Act and Deprivation of Liberty Safeguards • Ability to complete assessments, referrals and incident reporting in line with legislation
We have an eye for detail • Working in a safe, effective, caring, responsive and well-led way • Applying legislation and working within policies and procedures • Using and recording information accurately and timely	**Risk and safety management** • Clear understanding of safety and risk management in a care environment • Experience of positive risk taking to promote independence

	• Ability to identify, monitor and escalate changes or deterioration in health appropriately

We'd also love you to have, or be **brilliant** at… (but don't worry if not)

Experience of working with a reablement approach to promote independence through positive risk taking.

Experience of leading a team in the delivery of a reablement approach.

Knowledge of the local community and networks.

We're all **accountable** for…

Health and Safety of our ourselves and others; put simply this includes taking the time to complete all learning, understanding your role-specific responsibilities, working with reasonable care and taking steps to address and report problems related to Health and Safety.

Taking a proactive approach to your learning and development to be the best you can be. This includes understanding and keeping up to date with all our relevant policies and processes as well as taking advantage of all the learning opportunities and resources available to you … they're there for a reason but don't worry, we'll help keep you informed along the way.

Promoting equality, diversity and inclusion as a top priority at Home Group; leading by example in your actions and demonstrating our Brilliant People behaviours.

Keeping things compliant! You'll have role-specific and organisational goals but it's important you take these seriously and keep people and information secure and safe within the scope of doing your bit here at Home Group.

Comfortable operating in a modern digital workplace, including using digital tools to work collaboratively and productively.

Other **important** stuff…

Budget Holder	No		
Manages People	Yes	# of direct reports circa 3	
Travel	Occasional	Driving Essential	No
DBS	Enhanced with barring		


Brilliant people
we are one team, unique and valued
Accountable
Caring
Commercial
Energised
We have an eye for detail
We are intuitively collaborative
We have a win-win mentality
We get where our customers are in their lives
We unleash the potential of others
We have creative spark
We know how the world works and our place in it
We are great influencers
We are self-starters
We are organisers and drivers