

Job Profile

Job Title	Reablement Worker		
Job Reference No.	HOMEJD731	Date of issue:	April 2026

The job in a **nutshell...**

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 to deliver personal care, supporting customers to maintain or regain their independence to carry out everyday activities for themselves.

What **success** will look like...

Personal care is delivered in a person centred and reablement focused way, which ensures the customers preferences needs and aspirations are met as outlined in their support plans.

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 and empowering them to carry out a range of personal care activities, including bathing, toileting and dressing. Safety and wellbeing of customers is ensured through positive risk management including identifying changes or deterioration in their health and which is escalated appropriately to the relevant colleague or healthcare professional.

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.

Customers receive the best care and holistic support through understanding the bigger picture and working collaboratively other colleagues and external organisations. 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.

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 have an eye for detail • Applying legislation, working within policies and procedures • Using and recording information accurately and timely • Working in a safe, effective, caring and well-led way	Personal care qualification and practice • Level 2 Diploma in Care or equivalent experience working in a personal care environment • Willingness to work towards a Level 2 Diploma in Care where not already achieved • Hands-on experience supporting personal care needs including bathing, toileting and dressing
We get where our customers are in their lives • Walk in our customers shoes • Understand how your role makes a difference to our customers • Recognise each customer is different and adopt a flexible, personal approach	Care regulation and risk awareness • Clear understanding of CQC requirements relating to personal care and safety • Experience of positive risk management to support customer wellbeing • Ability to recognise changes or deterioration in health and escalate appropriately
We are self-starters • Be well organised • Be proactive • Strive to get it right the first time •	Care planning and digital recording • Experience of working with support plans to guide personal care and reablement • Ability to record, update and use information accurately and concisely • Basic numerical, literacy and digital skills to support care delivery and record keeping

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.

Knowledge of the local community and networks would also be brilliant.

Knowledge of the Mental Capacity Act and Deprivation of Liberty Safeguards, where appropriate.

We're all **accountable** for...

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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	Budget value up to £	Enter value
Manages People	No	# of direct reports circa	Enter value
Travel	Occasional	Driving Essential	No
DBS	Enhanced with barring		

