

Habilitation Specialist

Part-time (0.5 FTE) | Permanent

Salary: £36,594.25 - £44,026.66 (Band 36-49) Full-Time Equivalent

Actual Salary (0.5 FTE): £18,297.13 - £22,013.33 per annum

Location: Cognus Office, First Floor, Cantium House, Wallington, SM6 0DZ (with travel across the London Borough of Sutton)

Empowering Independence. Transforming Lives.

At Cognus, we believe every child and young person with a vision impairment should have the opportunity to develop the confidence, independence and life skills needed to participate fully in education, their community and adult life.

We are seeking an enthusiastic and skilled **Habilitation Specialist** to join Sutton's highly regarded **Hearing and Vision Education Service (HaVES)**.

This is an exciting opportunity to work within a specialist multidisciplinary team supporting children and young people aged 0–25 with visual impairment, including those with complex and multiple needs. Through assessment, teaching and tailored intervention programmes, you will enable children and young people to develop mobility, orientation, independent living and social skills that support successful participation in everyday life.

Whether supporting a young child to navigate their school environment independently or preparing a young person for adulthood, your work will have a lasting impact.

About Cognus

Cognus Limited is a Local Authority-owned company commissioned by the London Borough of Sutton to provide education, SEND and inclusion services that improve outcomes for children, young people and families.

Our Hearing and Vision Education Service (HaVES) is recognised for its specialist expertise, collaborative approach and commitment to inclusion. We work closely with families, schools, colleges, health services and wider partners to ensure children and young people with sensory needs receive high-quality support and opportunities to thrive.

Why Join Us?

At HaVES, you will benefit from:

- A highly skilled and supportive specialist team.
- Flexible working arrangements to support work-life balance.
- High-quality supervision and professional support.
- Opportunities for continued professional development.
- Strong partnership working with education, health and social care colleagues.
- Employee Assistance Programme and staff wellbeing support.
- Perkbox employee benefits scheme.
- Sovereign Healthcare Cashback Plan (opt in following probation).
- A culture that values innovation, inclusion and continuous improvement.



The Role

As a Habilitation Specialist, you will provide specialist assessment, teaching and support to children and young people with visual impairment across educational settings, homes and community environments.

You will work collaboratively with families and professionals to develop programmes that promote independence, mobility and preparation for adulthood.

Key Responsibilities

Specialist Assessment and Intervention

- Undertake specialist habilitation assessments to identify mobility, orientation, independent living and social development needs.
- Design, implement and review individual habilitation programmes.
- Deliver direct teaching to develop mobility, orientation, independent travel and independent living skills.
- Support children and young people to access educational, social and community environments safely and independently.

Planning and Monitoring

- Monitor progress against agreed outcomes and adapt programmes accordingly.
- Maintain accurate records, reports and assessments.
- Contribute to Education, Health and Care Needs Assessments and Annual Reviews.
- Provide written reports and recommendations for families, schools and professionals.
- Advice, Guidance and Training
- Advise families, schools, early years settings and colleges on strategies to promote independence and accessibility.
- Deliver training and awareness sessions to staff and stakeholders.
- Promote understanding of Habilitation and the importance of developing independence skills.

Multi-Agency Working

- Work collaboratively with Qualified Teachers of the Visually Impaired, therapists, educational psychologists, SENCOs and other professionals.
- Participate in multi-agency meetings and contribute to coordinated planning.
- Support effective transitions between educational phases and into adulthood.

Service Development

- Contribute to service development, evaluation and quality assurance activities.
- Maintain knowledge of current legislation, guidance and best practice in habilitation and visual impairment.

Safeguarding

- Always promote and safeguard the welfare of children and young people.
- Follow all Cognus safeguarding policies and procedures.

Interested?

If you are passionate about promoting independence and improving outcomes for children and young people with visual impairment, we would love to hear from you.



Application deadline: Wednesday 7th October at 5.00 pm

Shortlisting: Thursday 8th October 2026

For an informal discussion about the role, please contact Jane Morgan, Head of SEND Support, School Improvement and Governor Services.

Cognus is committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to enhanced DBS clearance and satisfactory safer recruitment checks.

JOB DESCRIPTION

POSITION:	Habilitation Specialist
TEAM:	Hearing and Vision Education Service
REPORTS TO:	Head of SEND Support and School Improvement
RESPONSIBLE FOR:	Supporting high-quality provision for visually impaired children and young people
GRADE/PAY:	Band 36-49 (£36,594.25 - £44,026.66 FTE) ACTUAL SALARY (0.5 FTE): £18,297.13 - £22,013.33
LOCATION:	Cognus Office, First Floor, Cantium House, Wallington, SM6 0DZ

JOB SUMMARY

To provide specialist Habilitation assessment, teaching and support for children and young people aged 0–25 with visual impairment, enabling them to develop independence, mobility, orientation and life skills.

To work as part of Sutton's Hearing and Vision Education Service (HaVES), supporting inclusive practice, improving outcomes and promoting independence and participation.

Key Responsibilities:

Specialist Habilitation Support

- Assess the mobility, orientation and independence needs of children and young people with visual impairment.
- Plan and deliver individual Habilitation programmes.
- Teach safe travel, orientation, environmental awareness and independent living skills.
- Support access to school, home and community environments.

Assessment and Planning

- Undertake specialist assessments and reviews.
- Produce clear reports and recommendations.
- Monitor and evaluate progress against agreed outcomes.
- Contribute to EHCP assessments and reviews.

Advice and Training

- Provide advice to schools, families and professionals.
- Deliver training and awareness-raising activities.
- Promote understanding of Habilitation and independent living skills.

Multi-Agency Working

- Work collaboratively with QTVIs, health professionals, SENCOs and other agencies.
- Contribute to multi-disciplinary planning and reviews.

Service Development

- Support service evaluation and development.
- Maintain professional knowledge and registration requirements.

Safeguarding

- Follow safeguarding procedures and always promote the welfare of children and young people.

GENERIC OBJECTIVES:

Contribute to Cognus Limited's business objectives at the appropriate level by ensuring every child matters and has access to education and learning opportunities, including:

- a) Health and safety
- b) Safeguarding and protection of children
- c) Equal opportunities and management of diversity
- d) Data protection
- e) Outstanding Customer care

GENERAL:

SAFER RECRUITMENT:

Cognus is committed to safeguarding and protecting the children and young people that it works with. An offer of employment is subject to safer recruitment practices which include an enhanced DBS check, two professional references acceptable to Cognus Limited, proof of qualifications, proof of right to work in the UK, proof of personal address and employment history covering 5 years and fitness to work with children (occupational health assessment). These checks must have been completed before the commencement of employment. We have a range of policies and procedures in place which promote safeguarding and safer working practices across the organisation.

PROCESSING OF DATA:

- a) You ("the employee") consent to the holding and processing of personal data provided by you to the Company ("the Company") for all purposes relating to your employment, but not limited to administering and maintaining personnel records, paying and reviewing salary and other remuneration and benefits, undertaking performance appraisals and reviews, the compulsory Disclosure and Barring Services check (DBS) details in line with its statutory responsibility to safeguard and protect children and vulnerable service users; maintaining sickness and other absence records and taking decisions as to your fitness for work.
- b) You hereby acknowledge and agree that the Company may, in the course of its general and statutory duties as an employer, be required to disclose personal data relating to you for legislative purposes during or after the end of your employment. This does not affect your statutory rights under the General Data Protection Regulation 2018.

CONFIDENTIALITY AGREEMENT:

- a) While employed by the Company, you will have access to and knowledge of its confidential information and trade secrets.
- b) Disclosure of any of this confidential information and/or trade secrets could have serious financial consequences and/or create serious competitive disadvantages for the Company. There may be material damage, financial or otherwise, deliberate or otherwise, to the Company's legitimate business interest.
- c) Under the terms of this confidentiality agreement, you agree to keep secret and shall not at any time, either during employment or post-employment, use, communicate or reveal to any person any trade secret or confidential information relating to the Company or any Associated Company.
- d) You are aware of the Company's policies in relation to compliance with the General Data Protection Regulation and undertake to act in accordance with these at all times. Any breach of these policies



will be dealt with under the Company's disciplinary procedure, and action taken can include dismissal without notice.

This job description and person specification outline the summary of key accountabilities and are not an exhaustive list of duties and are subject to periodic review and changes in line with the business needs.

PERSON SPECIFICATION

The main duties and responsibilities of the post holder are indicated below, although other duties of an appropriate level and nature will also be required as necessary.

No	Description	Criteria
a)	Recognised qualification in Habilitation and Disabilities of Sight or equivalent recognised qualification	E
b)	Registration with the relevant professional body or ability to obtain registration	E
c)	Experience working with children and young people with visual impairment	E
d)	Experience of undertaking specialist Habilitation assessments and developing programmes of support	E
e)	Knowledge of mobility, orientation and independent living skills development	D
f)	Understanding of visual impairment and its impact on learning, development and independence	E
g)	Knowledge of the SEND Code of Practice and relevant legislation	D
h)	Ability to assess needs in educational, home and community environments	E
i)	Experience of delivering training and advice to professionals and families	E
j)	Ability to build effective relationships with children, families and professionals	E
k)	Ability to write high-quality reports and maintain accurate records	E
l)	Excellent organisational and time management skills	E
m)	Proficient in Microsoft Office and digital technologies	E
n)	Experience of working within a specialist sensory support service	D
o)	Experience of contributing to EHCP processes	D
p)	Knowledge of preparation for adulthood and transition planning	E/D

Key:	D	Desirable	I	Evaluated at interview
E	Essential	S	Shortlisting criteria	T
				Subject to test