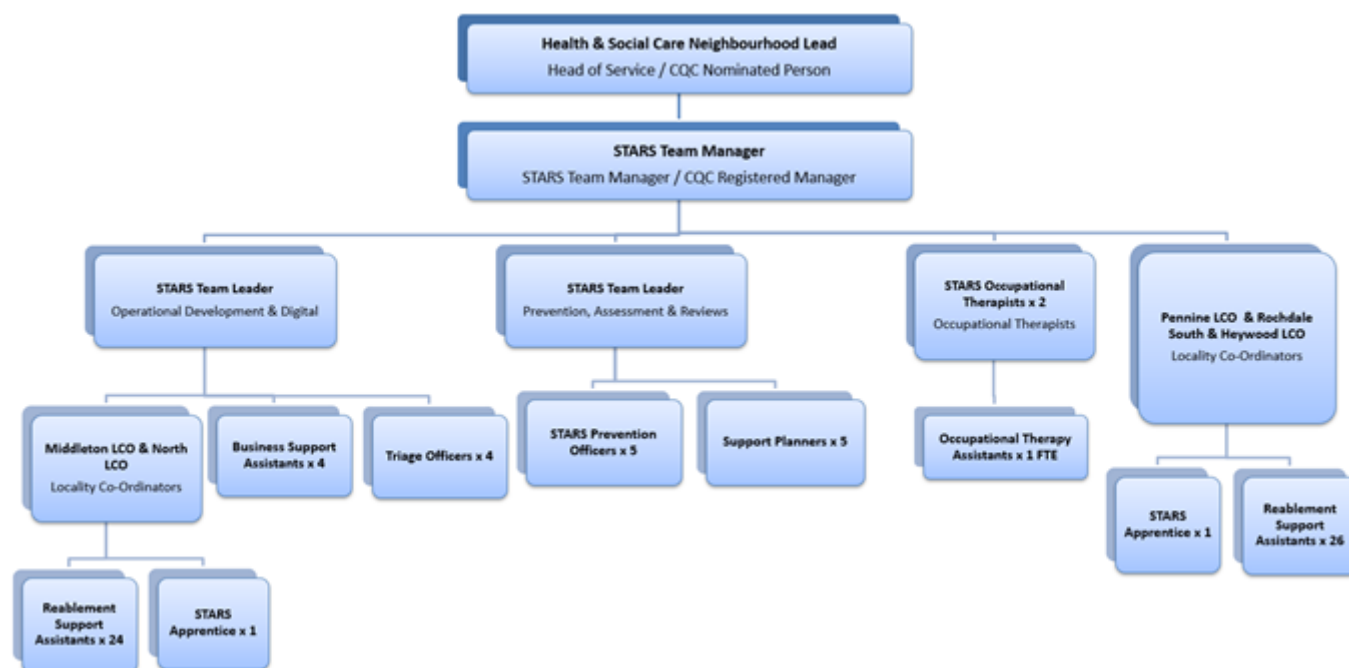


ROCHDALE BOROUGH COUNCIL
JOB DESCRIPTION

SERVICE:	Adult Care
SECTION:	Short Term Assessment & Reablement Service (STARS)
LOCATION:	72 Drake Street, Rochdale, OL16 1PA
JOB TITLE:	Wellbeing and Independence Practitioner
POST NUMBER:	
Grade:	5
Accountable to:	Team Leader
Accountable for:	N/A
Hours of Duty:	37 hours per week in accordance with the Service's Work Life Balance/flexible working scheme
Any Special Conditions of Service:	The Authority operates a Smoke Free Policy for all its employees and applies to any building and associated grounds within in the immediate vicinity of the building which is wholly owned, leased or operated and occupied by RBC. The post holder will be expected to undertake a certain amount of travelling in the course of his/her duties for which a casual car user allowance will be paid. The post is subject to an enhanced DBS and background checks In accordance with Section 7 of the Immigration Act 2016 this post requires the ability to converse at ease with the members of the public and provide advice in accurate spoken English.

The Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects staff to share this commitment.

ORGANISATIONAL CHART



PURPOSE AND OBJECTIVES OF THE JOB

To work within Adult Services to provide support and assistance to working age adults, but with a particular focus on younger people. The Wellbeing and Independence Practitioner will play a key role in supporting young people with their transition to adulthood and assists them to live an independent life in their community.

To support individuals to improve their wellbeing, build resilience, and maximise their independence. The role focuses on delivering person-centred support, enabling individuals to develop life skills, access appropriate services, and achieve positive outcomes in line with their goals.

The Wellbeing and Independence Practitioner role will form part of an integrated adult services offer, working collaboratively with social care, health, housing, employment, and community partners.

Control of Resources

Personnel

To be responsible for managing case load and motivation, seeking support when required.

To support students from time to time who may be on Occupational Therapy placement within the Locality team.

Financial

To work within the Councils team budget and manage any financial resources delegated to the post holder in accordance with the financial regulations of the Council.

Premises, Equipment and Materials

To ensure effective and appropriate use and security of information systems relevant to the post including software and ICT equipment.

Health/Safety/Welfare

Responsibility for the safety and welfare of self and colleagues in accordance with the Health and Safety Policies of the Council.

Equality and Diversity

To work in accordance with the Council's Policy relating to the promotion of Equality and Diversity.

Training and Development

The post holder will be responsible for assisting in the identification and undertaking of his/her own training and development requirements in accordance with the Council's Performance Management Framework.

Relationships (Internal and External)

- Develop and maintain positive and effective relationships with individuals their families/carers, circle of support, staff outside agencies, including NHS, other public and voluntary agencies.
- Maintain amicable and professional relationships with the organisation.

Responsibilities

The post holder must -

- (i) Perform his/her duties in line with the corporate leadership values and behaviours.
- (ii) Perform his/her duties in accordance with Rochdale Council's Equality and Diversity Policy.

Values and Behaviours

Always approach the job using the values set out below

- Proud
- Passionate
- Pioneering and Open

Be aware of and always apply these behaviours.

Principal Duties

1. To use a strength-based approach to develop an understanding of what support an individual needs

2. Co-produce personalised support plans with clear, achievable goals and measurable outcomes. Review progress regularly and adapt plans to reflect changing needs, strengths, and circumstances.
3. Provide tailored, person-centred support to individuals in line with agreed support plans
4. Promote independence by supporting individuals to develop daily living skills, including budgeting, self-care, and maintaining accommodation
5. Undertake assessments and contribute to the development and review of support plans
6. Support individuals to access community resources, education, employment, training, and health services
7. Promote physical, emotional, and mental wellbeing
8. Build positive, professional relationships based on trust, respect, and empowerment
9. Work proactively to prevent crisis situations and reduce dependency on services
10. Maintain accurate, timely, and confidential case records in line with organisational policies
11. Safeguard individuals by recognising and reporting concerns promptly, following safeguarding procedures
12. Work in partnership with internal teams and external agencies to ensure coordinated support
13. Encourage engagement and participation, supporting individuals to build confidence and social networks
14. To match the skills and interests of individuals with opportunities in their community

Secondary Duties

1. To attend regular staff meetings and, other relevant meetings as and when required.
2. To participate in training courses as and when required.
3. To provide appropriate cover for other colleagues across holidays, sickness or training.
4. To participate in planned supervision and personal development reviews.
5. To offer support to service users/families in relation to benefit entitlements by seeking advice from appropriate agencies.
6. As directed to liaise with staff/representatives of other sections of the Service and other internal and external agencies in the interests of service users and as part of their individual support plan.

7. To contribute as appropriate to practice and service developments.
8. To undertake such other duties and responsibilities of an equivalent nature as may be determined from time to time by the Service Head (or nominated representative) in consultation with the post holder (and if he/she so wishes, with his/her Trade Union representative).

Job Description
prepared by

Kate Bedford & Aimee Boyes

July 2026

Agreed by Post holder

**Rochdale Borough Council
Person Specification**

Service :	Adult Care	Post:	Wellbeing and Independence Practitioner
Section :	Neighbourhood Teams	Post Number :	
Job Ref:		Grade:	5

Note to Applicants:

The *Essential Criteria* are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.

The *How Identified* column shows how the Council will obtain the necessary information about you.

If the *How Identified* column says the **Application Form** next to an *Essential Criteria* you **MUST** include in your application enough information to show **how** you meet this criteria. You should include examples from your paid or voluntary work.

The Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects staff to share this commitment.

	Essential criteria	Essential (E) Desirable (D)	How Identified: AF Application Form I Interview A Assessment
(a)	Special Working Conditions		
1	Are you able to work flexibly across 7 days, and outside of normal working hours to attend meetings and other events as required by the Service?	E	AF/ I
2	Have you got access to your own transport and you able to work at any location within the Borough of Rochdale?	E	AF/ I
3	Do you have the ability to converse at ease with the members of the public and provide advice in accurate spoken English?	E	AF/ I
(b)	Qualifications and Experience		
5	Please provide details of your experience of working with children and/or adults in a social care setting?	E	AF/ I
6	What is your experience of co-producing personalised support plans and completing assessment processes?	E	AF/ I
7	What experience in engaging people in problem solving and planning do you have?	E	AF/ I
(c)	Skills and Knowledge		
8	Do you have strong listening and empathy skills and respect people's choice and autonomy?	E	I
9	What experience do you have of co-producing goal focused support plans for people and are you able to measure outcomes and adapt support when required.	E	I
10	What is your experience of teaching daily living skills/life skills with people who have a range of sensory needs; neurodiversity, mental health and learning disabilities?	E	I
11	Can you explain how you are adaptable in your approach in supporting people with sensory needs, neurodiversity, mental health and learning disabilities, understanding routines, predictability and processing differences.	E	I
12	What capacity and willingness do you have to solve problems?	E	I

13	What abilities do you have to prioritise your work and work on your own initiative?	E	I
14	How do you communicate clearly, verbally and in writing in a professional manner?	E	I
15	Are you able to identify risks and vulnerabilities, balance risk against independence and respond to concerns appropriately?	E	I
16	Are you able to build strong connections in the local community, and support people to build meaningful connections within local community assets?	E	I
		E	I
(d)	Behaviours and Values		
17	Always approach the job using the values set out below: • Proud • Passionate • Pioneering and Open Please confirm you are willing to adhere to these values and behaviours.	E	AF/I