

JOB DESCRIPTION

Additional Responsibilities Role			
Job Title:	Positive Behaviour Support Practitioner		
Department:	PBS Team	Accountable to:	PBS Lead

Purpose of the Post:

To be a part of a dynamic and supportive team who are passionate about providing high-quality positive behaviour support to enhance the quality of life of the people we support across our services. To ensure that PBS is consistently and effectively embedded across the organisation by working directly with teams and the people who access our services.

Duties and Responsibilities:

1. Support and guide teams across the organisation to implementing and embedding effective PBS across the organisation by modelling good practice.
2. Lead multi-disciplinary team meetings for allocated services, including wider professionals where necessary, to identify clear actions and outcomes to improve quality of life for the people we support.
3. Complete functional behaviour assessments, collate and analyse data to support the implementation of new strategies.
4. Audit Positive Behaviour Support plans and debriefs within allocated services to ensure consistency of approach.
5. Support teams by introducing interventions where inconsistency in approach has been identified through modelling and coaching.
6. Have a good awareness of the use of restrictive practices within allocated services and feed this back to the PBS Team Leader with the aim of reducing/eliminating these.
7. Contribute to the delivery of organisational training package to support effective implementation of PBS.
8. Provide ongoing proactive support to teams in addition to providing short notice support during challenging periods.
9. Keep accurate documentation and records related the work within allocated services.
10. To adhere to the organisational policy, procedure, and code of conduct.

PERSON SPECIFICATION

Additional Responsibilities Role			
Job Title:	Positive Behaviour Support Lead		
Department:	PBS Team	Accountable to:	PBS Team Leader

Person Specification	
<p>Qualifications</p> <ul style="list-style-type: none"> Level 5 Diploma in practice leadership or PBS . PBS Coaching Qualification (part qualified will be considered). Full UK driving license with an expectation to travel to our services across the East Midlands and Northampton. 	<p>Desirable</p> <p>Essential</p> <p>Essential</p>
<p>Knowledge / Experience</p> <ul style="list-style-type: none"> Minimum of 2 years of experience working with individuals with autism. Familiarity with current practice in person centred planning, PBS practice and reducing restrictive practices. With a commitment to evidence and values-based practice. Good written English language skills and ability to write high quality reports and PBS plans. Ability to complete functional behavioural assessments as well as, developing, implementing, and evaluating interventions. Experience of supporting the delivery of training in PBS and other relevant areas. Ability to lead multidisciplinary team meetings for allocated services, involving both internal and external professionals. Ability to use assessment tools and analyse data collated to support the development and implementation of effective Positive Behaviour Support plans. 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p> <p>Essential</p>
<p>Personal Qualities</p> <ul style="list-style-type: none"> A positive and proactive attitude. Excellent communication and interpersonal skills. Ability to establish rapport, trust and constructive 	<p>Essential</p> <p>Essential</p> <p>Essential</p>

relationships.	
<ul style="list-style-type: none"> • Ability to work as part of a team, being a positive role model and example for good PBS, empowering and motivating others. 	Essential
<ul style="list-style-type: none"> • Effective time management and organisation skills. 	Essential
<ul style="list-style-type: none"> • Committed to improving outcomes and overall quality of life for the individuals we support. 	Essential
<ul style="list-style-type: none"> • Have an understanding of and empathy for the people we support. 	Essential
<ul style="list-style-type: none"> • Good problem-solving skills. 	Essential

Please note: This job description is not exhaustive and reflects the type and range of tasks, responsibilities and duties that are associated with the role. Therefore, you may be asked undertake other duties as required by your line manager.

The postholder will be required to undergo and obtain a satisfactory Enhanced Criminal Records Bureau Disclosure.

Disability Discrimination Act 1995

The ways in which a disabled person meets the criteria for a post must be assessed as they would be after any reasonable adjustments required had been made. If appropriate, disabled candidates should indicate on the application form if they have needs which should be considered at the short listing stage.

CV's may be included as supplementary information, however short listing will solely be made against the completed application form only.

Salary £27,000