

## Job Description

### **Job Title:**

Senior PBS Practitioner

**Reports to:** Service Lead

### **Job Purpose**

To assist the Service Lead to manage and lead the efficient and effective delivery of the Positive Behaviour Support (PBS) service. To manage and provide supervision and guidance to the PBS Practitioners. To enable Autistic adults/Young people and adults/Young people who have learning disabilities and behaviours of concern to remain out of residential care and to improve the persons quality of life. This will be achieved by delivering a PBS service in accordance with legislation, regulatory standards and contractual requirements, ensuring the achievement of Affinity Trust quality and performance objectives.

### **Key Responsibilities**

1. Deliver the highest quality and standards of Positive Behaviour Support to people we support, their families and a range of other professionals, enabling the person to continue to live at home.
2. With the oversight, guidance and support of the Service Lead, undertake reviews of multidisciplinary reports and social care assessments and contribute to functional assessments of behaviours, Positive Behaviour Support Plans and risk assessments. Utilise other assessment tools as appropriate in conjunction with the person, family and other professionals.
3. Implement and oversee intervention and support programmes for a designated number of people we support and undertake direct work with people we support, families and a range of other professionals as required.
4. To provide responsive emergency interventions and crisis plans when required.
5. Line manage PBS Practitioners via frequent 1:1 supervision and annual performance reviews. Provide guidance and direct coaching on the PBS plan implementation to the PBS Practitioners on a day-to-day basis.
6. Contribute to the quarterly review of PBS plans and amend as required.
7. Ensure that all Affinity Trust policies and procedures are understood and implemented by staff that report directly to you, to include positive behaviour support, quality assurance, regulatory frameworks, safeguarding, criminal records, data protection, HR and health and safety.
8. Ensure all relevant records in relation to the people we support, and employees are appropriately maintained and up to date.
9. Involvement in the design and delivery of PBS workshops and coaching for a full range of multi-agency professionals to ensure consistency of approach.
10. Identify potential problems, acting proactively to avoid service breakdowns, deal with complaints and to mitigate all types of risk.

11. To undertake observations in a range of environments and analyse the data, deliver PBS interventions in the home, in the community, and other support service settings, modelling good practice and providing guidance.
12. Develop meaningful relationships with people we support and the family that is based on trust, reliability and professionalism, thus enabling effective support and interventions.
13. Support the people we support to increase independence, increase their community involvement, develop a range of skills, have more meaningful occupation and enhance their wellbeing.
14. Work as part of a team of PBS Practitioners, including providing cover for other members of the team as required.
15. Ensure that all safeguarding concerns are responded to in a timely fashion and all procedures fully adhered to, thus ensuring that people we support are protected from abuse and neglect.
16. With direction from the Service Lead, respond to crisis situations by providing timely and specific support and interventions.
17. Contribute to effective multi-agency working practices by maintaining regular contact with key professionals such as social workers and staff, providing feedback and observations both verbally and in writing and taking part in a range of multi-agency meetings.
18. Complete behaviour specific paperwork and contribute to/complete behaviour analysis reports on a monthly basis.
19. Work in partnership with people we support, families and a range of other professionals to seek feedback and input into service delivery. With direction from the Service Lead, effect any changes required arising from the feedback.
20. Present fair, balanced feedback/support to staff and family members. Recognise and challenge areas of poor practice and institutionalised culture.
21. Actively engage in professional supervision from the Service Lead, thus enabling accountability, effective service delivery and continuous professional development.
22. Work closely with support providers/education including delivering direct support and guidance to staff during the day, via direct work with people we support and contributing to workshops.
23. Produce high quality and accurate records of work with people we support, their families and other professionals. Contribute to review meeting reports, outcome monitoring systems and other reports as required.
24. Actively participate in specialist PBS and other learning and development to ensure quality of service delivery and continuous professional development.
25. To undertake a work pattern structured around the requirements of the people we support needs which will include some requirement for flexible working.
26. Undertake research to ensure knowledge is up to date re. best practice / new interventions and contribute to papers and research as appropriate

## Person specification

### Senior PBS Practitioner

	Essential	Desirable
<b>Education &amp; Qualifications</b>	Minimum of Positive Behaviour Support practitioner accreditation - BTEC level 4 or equivalent – covering clinical, theoretical and practice elements	Positive behaviour support practitioner accreditation - BTEC level 5 diploma or equivalent  British Institute of Learning Disabilities (BILD) accredited Positive Behaviour Management training qualification.
<b>Knowledge</b>	<p>Substantial knowledge of positive behaviour support theory and practice.</p> <p>Knowledge of physical, social and emotional needs of Autistic adults/Young people and adults/Young people who have learning disabilities and behaviours of concern and how these can be met.</p> <p>Knowledge of the issues that affect the families of Autistic adults/Young people and adults/Young people who have learning disabilities and behaviours of concern</p> <p>Knowledge of Neurodevelopmental Disabilities - Autism, ADHD etc.</p> <p>An understanding of effective multi-agency working.</p> <p>Knowledge and experience of using person centred planning approaches.</p> <p>IT Literate including client record systems.</p> <p>Knowledge of monitoring and measurement of outcomes</p>	

<p><b>Experience</b></p>	<p>Experience of delivering positive behaviour support services to Autistic adults/Young people and adults/Young people who have learning disabilities and behaviours of concern</p> <p>Experience of contributing to functional assessments, positive behaviour support plans and risk assessments.</p> <p>Experience in actively delivering and implementing PBS strategies and interventions</p> <p>Experience of multi-agency working and working alongside other professionals</p> <p>Experience of working with families in the family home</p> <p>Experience of working within an outcomes focused service</p> <p>Experience of producing high quality written records and other reports relating to service delivery</p>	<p>Experience of consultation with children/young people and families</p> <p>Experience of managing staff</p>
<p><b>Skills/ Ability</b></p>	<p><b>Practitioner/ supervisor –</b></p> <p>Ability to undertake a range of assessments of people experiencing psychological difficulties or behaviours of concern using evidence-based approaches</p> <p>Ability to write individual positive behaviour support plans for Autistic adults/Young people and adults/Young people who have learning disabilities and behaviours of concern with oversight for the Service Lead</p> <p>Ability to deliver and implement PBS strategies and interventions with oversight from the Service Lead</p> <p>Ability to write and deliver training around positive behaviour support with oversight from the Service Lead</p>	<p>Ability to produce journal articles and undertake relevant research</p>

	<p>Ability to supervise PBS Practitioners interventions and practice</p> <p>Ability to work alongside colleagues in school/ college / day support settings and provide guidance and modelling</p> <p>Ability to fully engage with adults and young people, families and other professionals- providing guidance and support, gaining feedback and challenging negative practice and attitudes.</p> <p>Ability to think creatively and to develop innovative approaches to meeting need</p> <p>Ability to produce high quality records and reports.</p> <p>Ability to use outcome monitoring tools</p> <p>Ability to ensure services are provided to high quality standards and to initiate changes where required</p> <p>Ability to identify problems and risks and take corrective actions</p> <p>Ability to participate in a range of meetings including multi-agency meetings</p> <p>Ability to manage own workloads</p> <p><b>Values</b> – Demonstrate organisational values. Demonstrate a commitment to equality and diversity and anti-discriminatory practices.</p> <p><b>Safeguarding</b> – Demonstrate strong knowledge of child protection / Sova practices. Awareness of abuse and neglect and the increased vulnerability of disabled children and young people.</p>	
<p><b>Other Specific Requirements</b></p>	<p>Available to work flexible hours, some travelling within the area and occasionally wider afield</p>	<p>Access to a car to assist with travel to a variety of settings</p>

	<p>Knowledge of business software. i.e. Microsoft Office (Excel, Word, Outlook) and the ability to use in-house systems</p> <p>Appointment is subject to an enhanced Disclosure &amp; Barring Service Check and eligibility to work in the UK</p>	
--	---	--