

Job Title: Positive Behavioural Support (PBS) Manager

Reports To: Director of Quality Improvement and Compliance

Overview

As our PBS Manager, you'll lead and inspire teams dedicated to supporting people with complex needs to live their lives their way.

You'll work closely with teams helping them build their skills and confidence in providing high quality person-centred support.

Your role is about making a real difference – enabling people to lead the life they choose, to communicate their wants and needs in their unique way, and minimising restrictive practices.

What you will do

1. Lead, coach and develop a small team of PBS practitioners and one psychologist, ensuring alignment with best practice and Affinity Trust's standards of quality.
2. Foster a collaborative and supportive team environment, encouraging mutual support, proactive problem solving and professional development.
3. Be our subject matter expert, supporting local teams to deliver consistent and effective PBS practices
4. Oversee the monitoring of behaviours of concern, using data to inform proactive strategies and reduce physical interventions
5. Provide guidance and tools to enable teams to develop approaches that respect the choices of people supported, which are based on functional assessments.
6. Work collaboratively to create tailored PBS plans which support individual needs
7. Lead and deliver of high quality PROACT SCIP and PBS training, helping teams feel empowered, capable and confident in their roles.
8. Evaluate the impact of training on improved support and reduced reliance on restrictive practices.
9. Regularly review incidents to identify trends, making recommendations for improvements to enhance safety and quality.
10. Build strong relationships across Affinity Trust, advocating for personally tailored and strengths-based approaches to support.

11. Write detailed and insightful reports as required, ensuring clear communication of findings and recommendations.

The outcomes you will achieve

1. Teams will feel empowered and supported to deliver high-quality support, underpinned by PBS principles.
2. Incidents of behaviours of concerns and restrictive interventions will be reduced.
3. Support teams will have improved confidence, resilience and skill levels.
4. High-quality assessments and PBS plans will be in place, which are tailored to the needs of the person supported and enable them to live their lives their way.
5. Feedback from regulatory organisations will reflect our commitment to best practices and compliance.

What we need from you

Factor	Essential	Desirable
The skills, competencies and values you have	<p>Building strong and effective working relationships with key stakeholders across all levels.</p> <p>Managing and developing support teams, using coaching and mentoring methods.</p> <p>Improving quality using evidence and best practice at a senior level.</p> <p>Problem solving and analytical skills.</p> <p>Collaborating with, and empowering people with different areas of expertise to deliver excellent outcomes for people supported.</p> <p>Tailoring information and communication to appropriate audiences in a clear, effective and easy to apply manner.</p>	

	Commitment to continuing professional development and learning.	
The education or qualifications you have	<p>Relevant qualification e.g.</p> <ul style="list-style-type: none"> • BTEC PBS Qualification • <i>Psychology degree</i> • <i>Diploma in Applied Psychology of Learning Disabilities/Challenging Behaviour,</i> <p>Or accredited training in <i>PBS or Behaviour Analysis</i>, e.g.</p> <ul style="list-style-type: none"> • <i>Professional diploma or certification in PBS,</i> • <i>BSc PBS, MSc Applied Behaviour Analysis/PBS) or equivalent.</i> <p>Willingness to complete qualification in Positive Behaviour Support and PROACT SCIP instructor training.</p>	<p>Positive Behaviour Support qualification</p> <p>PROACT SCIP instructor trained</p>
Specific knowledge you have	PBS and PROACT SCIP principles at an advanced level of understanding.	
The experience you bring	<p>Developing PBS strategies and support plans to enable people to have a high quality of life.</p> <p>Leading teams to provide personalised support to people's needs, with methods that reduce behaviours of concern and minimise</p>	Experience managing teams supporting people with Learning Disabilities, Autism or behaviours of concern

	<p>restrictive interventions.</p> <p>Designing and delivering engaging and impactful training, including PROACT SCIP and PBS practices.</p> <p>Working with people who live with Learning Disabilities, Autism or behaviours of concern.</p> <p>Writing detailed reports for internal and external audiences.</p> <p>Collaborating with internal and external regulatory teams including Care Quality/ Care Inspectorate to achieve 'Good' or 'Outstanding' ratings.</p>	
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Our Values



People are at the heart of everything we do.

- ✓ We listen, we learn, we build on strengths.



We give our best.

- ✓ What we do matters.
- ✓ Good days and bad. We take responsibility.



We work together.

- ✓ We are one team and value people's strengths and differences.
- ✓ We are open and trusting with each other.



We have courage.

- ✓ We try new things.
- ✓ We are creative and adaptable.