

A role of a Positive Behaviour Support Practitioner

As a Positive Behaviour Support (PBS) Practitioner it is guaranteed that no two days will be the same. you will be working with one to three people applying the skills you learn in positive behaviour support to improve their quality of life.

Your first 2 weeks are your induction, you will complete mandatory training, familiarise yourself with Affinity Trust's policies and procedures, be introduced to all the systems and required documentation. We usually employ people specifically to work with the individual who is being supported, and you will meet them as part of your induction. You will also meet the individuals' support network, this may include their family, school, respite provider, care provider or residential setting.

You will meet members of the multi-disciplinary team (MDT) and shadow some visits with an established PBS Practitioner. You will be assigned a buddy who can support you and help you navigate the role as you learn. You will attend team meetings once a fortnight and have a 1:1 with your manager or clinician once a fortnight too. The team has regular peer supervisions so there will be lots of opportunity to meet people. Your office base is your home you will mostly be working on your own, this role really suits people who are self-motivated, who like to manage their own time. You will be out and about visiting the person you're supporting on a regular basis and supporting them in their environment.

A typical day may start off with catching up on emails and arranging visits to the person you're supporting, their family, school, or college etc as required. Each practitioner manages their own diary and workload, but the majority of your time will be supporting the individual in all the environments they attend. You will also be part of all meetings for the person you're supporting whether that is an annual review, a child in need meeting, care review or an EHCP review, to name but a few. Your visits should be allocated around any planned meetings that you have in your diary.

When you are on a visit, initially you will be there to observe the person you support to provide data and observational information to the Senior or Service Lead who will work alongside you to identify strengths of the individual, triggers to any behaviours of concern, what the environments like, what interactions are like and general observations about what is happening for the person you're supporting on a day-to-day basis. This information along with a functional assessment, will go towards formulating a function based PBS Plan and the strategies used to support the individual to improve their quality of life.

Once the PBS Plan has been created your role will change slightly. You then will then begin to mirror and demonstrate the strategies in the plan that will effect changes in the person's choices, coping skills, interactions, environments, and behaviours of concern. You will be working to specific goals and outcomes and will be fully supported and trained in how to achieve this. You will work with

all relevant stakeholders and identify what their priorities are and build on this to ensure everyone is working consistently, and on the same outcomes.

Everything we do is underpinned by data, so it is important that progress is regularly recorded and monitored using our outcomes system for each individual. These will be discussed in your management and clinical one to ones that you will have with your line manager and clinical supervisor. You will also organise regular one to one's with your family, person you support if they are able to participate, and any service provider responsible for the care of the person you are supporting.

The PBS Plan will be reviewed every 3 months. At the review, all members of the MDT work through the plan, discuss what is working well and what if anything needs amending. If the individual has achieved their goals, you may be required set new ones. You are there to advocate for the person you support, and you may be able to support them to take part in these meetings as well. As a PBS Practitioner you can take the lead in these meetings however you will always be supported by your line manager or the Service Lead.

Part of the role is to ensure that all the documentation is kept up to date, so you must allocate yourself enough time to ensure this is completed. This role would be really suited to a person who is creative or who likes to solve problems because you may be required to create resources. In the past these have included a sensory board, social stories, and sensory bags to help when out on visits. You will be given guidance on how to do these.

As part of the role, you will be working towards a BTEC level 4 in Positive Behaviour Support, which is a recognised national qualification. Many of our practitioners go on to complete their Level 5 qualification. A number of our PBS practitioners have developed and gone onto become Senior PBS practitioners and PBS services leads, we are committed to professional development and growth.

By working with a variety of people like the family members, professionals, and other key stakeholders you will make a real difference to the life of the person you are supporting. It's no exaggeration to say that PBS Practitioners change lives for the better. This is a truly rewarding role that may change your life too.

Together we make it possible

