

Job Definition

Job Title: Senior PBS Practitioner

Reports to: Operational Lead

Job Purpose

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 children and young people with learning disabilities/ASD and behaviours that challenge to remain out of residential care and to improve the quality of life for the child and their family. 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 children and young people, their families and a range of other professionals, enabling the child/young person to continue to live at home.
2. Undertake reviews of multidisciplinary reports and social care assessments including SEN and contribute to functional assessments of behaviours, Positive Behaviour Support Plans and risk assessments. Utilise other assessment tools as appropriate in conjunction with the child/young person, family and other professionals.
3. Implement and oversee intervention and support programmes for a designated number of children/young people and their families and undertake direct work with children, young people, families and a range of other professionals as required.
4. To provide responsive emergency interventions and crisis plans when required.
5. Line manage Specialist Key Workers via frequent 1:1 supervision and annual performance reviews. Provide guidance and direct coaching on the PBS plan implementation to the Specialist Key Workers 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, child protection, criminal records, data protection, HR and health and safety.
8. Ensure all relevant records in relation to the young 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 support one child/young person at a time, undertake observations in a range of environments and analyse the data, deliver PBS interventions in the home, in the community, school and other support service settings, modelling good practice and providing guidance.
12. Develop meaningful relationships with the child/young person and the family that is based on trust, reliability and professionalism, thus enabling effective support and interventions.
13. Support the children/young people 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 child protection and safeguarding concerns are responded to in a timely fashion and all procedures fully adhered to, thus ensuring that children and young people are protected from abuse and neglect.
16. With direction from the Operational Lead and Clinical 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 school 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 children/young people, 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 Operational Lead and the Clinical Lead, thus enabling accountability, effective service delivery and continuous professional development.
22. Work closely with special schools including delivering direct support and guidance to school staff during the school day, via direct work with children/young people and contributing to workshops.
23. Produce high quality and accurate records of work with children/young people, 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 children/young people and their families 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.

Together we make it possible

