

## **Job Title:** Positive Behavioural Support Worker

**Reports To:** Support Manager

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### **Job Purpose**

To support people with learning disabilities with all aspects of their daily lives, ensuring that they have maximum opportunities and choice for developing new skills and leading fulfilling, varied, are valued and live socially inclusive lifestyles where their rights, dignity and safety is protected.

### **Key Responsibilities**

1. To identify and develop with each person an outcome-based support plan, risk assessment and person centred plan which are reviewed and updated regularly
2. To assist people we support with routine personal and domestic tasks, including personal care, household tasks and cleaning and promote a healthy lifestyle when shopping, meal planning, cooking and choosing activities
3. To monitor and promote each person's health and wellbeing, ensuring that each person has a Health Action Plan, that medical help is sought when needed, dental, eye, hearing and other checkups or treatment are undertaken and that changes in health and wellbeing are reported
4. To assist people we support to participate in their chosen social, educational, leisure and sporting activities in the local community, taking into account their culture, faith, gender and sexuality and where desired, to support individuals to access volunteering or employment opportunities
5. To assist the person to improve his/her knowledge, skills and abilities through planned learning activities and experiences
6. To enable the person we support to keep and make new friends and keep in contact with family, friends and people in the neighbourhood and develop a circle of support

7. To enable the people we support to participate in the running of the service, offering meaningful choices and supporting them to make decisions, which affect them and others
8. To administer medication when required, in accordance with policies and procedures and after completion of medication assessment
9. To liaise with other people involved with the person we support, including GP, Care Manager, family, day opportunities and other agencies
10. To assist the person we support with their benefits, budgeting and management of personal monies within the framework of the individual's financial assessment, where required
11. To foster good communication with each person we support, learning how best to communicate and to use their preferred method of communication
12. To enable people to access holidays of their choice and support where appropriate

## **Role Requirements for Positive Behavioural Support Workers**

Working within a Positive Behavioural Support (PBS) framework:

- Positive Behaviour Support Workers are expected to deliver person centred Active Support to individuals who present high levels of complex needs and challenging behaviours associated with Learning Disabilities, Autism Spectrum conditions and co-morbid Mental Health problems
- Positive Behaviour Support Workers are expected to work within a Positive Behavioural Support framework to enhance the quality of life of the people we support
- Positive Behaviour Support Workers need to be able to demonstrate resilience and an ability to remain positive and continue to provide high levels of support following incidents of behaviour that may challenge
- Positive Behaviour Support Workers are required to understand the need for evidence based and data driven decisions and to be able to complete incident forms to a high standard
- Positive Behaviour Support Workers contribute to behavioural assessments (direct and indirect) under guidance of PBS Lead, works with the PBS Lead to create and implement Behaviour Support Plans and delivers specific behavioural interventions
- Positive Behaviour Support workers will understand, have a working knowledge of, and be able to implement each person's Positive Behaviour Support Plans

- Positive Behaviour Support Workers will be able to put PBS plans into practice, with coaching received from higher level PBS Champions/PBS Lead
- Positive Behaviour Support Workers will have the ability to reflect on their practice and be willing and able to receive feedback on their work and make adjustments where necessary.
- To participate in the observations and shadowing of individuals in hospital and residential care settings in preparation for their move to community supported living and contribute to the completion of positive transitional plans to enable a positive move
- To follow individual Person Centred Support Plans and Activity Plans within a challenging environment and contribute to their ongoing review within a psychologically informed environment
- To work with the people we support to enable them to live as independently as possible, providing a supportive environment and using skills teaching to enable a person to have a high quality of life
- To act as a “key worker” for the people we support; involvement in the development of support plans, PBS plans and risk assessments
- To understand and have a working knowledge of each person’s risk assessments and can follow and contribute to their ongoing review and development
- Positive Behaviour Support Workers will understand and have a working knowledge of Autistic Spectrum Conditions and will follow person centred, specific approaches and strategies
- Basic understanding of Mental Capacity Act, Mental Health Act, DOLS
- Trained or willing to undertake training in medicine management
- Ability to complete accurate notes and recording

## Person specification

Factor	Essential	Desirable
Skills, Competency & Values	<p><b>Values led</b> - able to work with Affinity Trust values</p> <p><b>Enthusiastic</b> - to add value and able to work independently. Able to stay calm under pressure</p>	

	<p><b>Resilient</b> - whilst working in a challenging environment</p> <p><b>Positive</b> - and continue to provide high levels of support following an incident</p> <p><b>Team player</b> - positively contributes towards the team</p> <p><b>Practical Approach</b> - logical with a practical common-sense approach to situations. Able to support others to carry out domestic tasks</p> <p><b>Communication</b> - basic numeracy, literacy and admin skills. Good listening skills, communicates effectively (Inc. written)</p> <p><b>Planning</b> - manages own workload and priorities. Thinks outside of the box</p> <p><b>Confidential</b> - keeps information about the people we support, colleagues and the company confidential</p>	
<b>Education and Qualifications</b>		Health and Social Care vocational qualification. Recognised qualification/training in PBS (e.g. BILD Coaches training, Diploma etc.). Higher level (university degree) in a relevant field (e.g. Psychology)
<b>Knowledge</b>	To understand and have a working knowledge of Autistic Spectrum Conditions and follow individual specific approaches and strategies	Health and Safety Knowledge of Excel and ability to develop and update spreadsheets

<b>Experience</b>	Previous experience as a Support Worker Physical interventions. Experience of PBS. Medication administration	Experience of working with people who present with challenging behavior Experience of working with people with significant communication difficulties
<b>Other Specific Requirements</b>	Be prepared to work flexibly across a variety of shifts, including weekends, bank holidays, sleep-ins etc. Be prepared to attend required training either by 'eLearning or attending courses Committed to equal opportunities and diversity.  Occasional travel within the UK	