

Job Definition

Job Title: PBS Service Lead

Reports to: Operational Lead CYP

Responsible for: PBS practitioners

Job Purpose

To develop, manage and lead the efficient and effective delivery of the positive behaviour support (PBS) service for Autistic adults/Young people and adults/Young people who have learning disabilities and behaviours of concern. Supporting in accordance with legislation, regulatory standards and contractual requirements, ensuring the achievement of Affinity Trust quality and performance objectives.

Key Responsibilities

1. Ensuring the highest quality and standards of positive behaviour support is provided to people we support, their families and a range of other professionals, enabling the people we support to continue to live at home.
2. Undertake reviews of multidisciplinary reports and social care assessments and complete functional assessments of behaviours, risk assessments and utilise other assessment tools as appropriate in conjunction with the people we support, family and other professionals.
3. Formulation of detailed, individualised and effective PBS plans
4. Design, implement and oversee intervention and support programmes for each person we support and their families and undertake direct work with the people we support, families and a range of other professionals as required.
5. Supervise PBS practitioners via frequent 1:1 and annual performance reviews. Provide guidance and direct coaching, review PBS plans and amend as required. Have a key role in the recruitment of the PBS Practitioners and ensure that they are trained to a high standard in PBS delivery and a range of other areas to ensure competent and high-quality service delivery.
6. As required, provide clinical supervision of practitioners and seniors in other services.
7. Design and deliver PBS workshops and coaching for a full range of multi-agency professionals to ensure consistency of approach.
8. Take an active role in the multi-agency Joint Referral Panel. Review, monitor and prioritise referrals alongside other panel members.
9. Design and implement the post intervention monitoring and support elements of the service including the Crisis Management Plan.
10. Present fair, balanced feedback/support to professionals and family members. Recognise and challenge areas of poor practice and institutionalised culture.
11. Ensure that all service delivery is reviewed for each person we support on a frequent basis.

11. Ensure that the service works in partnership with the people we support and all of those who are important to them including their family and friends, carers, and other professionals and actively include these people in assessments, defining targets, implementing interventions and conducting reviews.
12. Work closely with special schools/colleges including delivering direct support and guidance to school staff during the school day, via direct work with people we support and workshops.
13. Work closely with a range of short break day support, personal assistants and other service providers who are providing support to the people we are support.
14. Disseminate learning from the service to enable other stakeholders to benefit from the experience of setting up and successfully running a PBS service.
15. Ensure that all Affinity Trust policies and procedures are understood and implemented by staff, to include positive behaviour support, quality assurance, regulatory frameworks, safeguarding, criminal records, data protection, HR and health and safety.
16. 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
17. Ensure all relevant records in relation to the people we support, and employees are appropriately maintained and up to date using the Nourish management information system.
18. Provide accurate and timely information and reports on the performance of services and organisational KPI.
19. Establish and maintain constructive relationships with commissioners and other key stakeholders, ensuring the requirements of contracts are met.
20. Identify potential problems, acting proactively to avoid service breakdowns, deal with complaints and to mitigate all types of risk.
21. Act as an ambassador for Affinity Trust's services locally and nationally, which may include attendance at events to raise awareness of our offer.
22. Provide on call support and assistance when required.