

JOB DESCRIPTION and PERSON SPECIFICATION (PRO FORMA)

JOB DESCRIPTION	
Job Title:	PBS Practitioner
Team:	Clinical Support Team
Reports to:	PBS Team Manager
Role Purpose:	<p><i>Provide excellent Positive Behaviour Support, in keeping with the organisations Positive Behaviour Support Framework</i></p> <p><i>Respond to PBS Referrals and hold a caseload, prioritised with support from the PBS Team Manager</i></p> <p><i>Ensure support teams are focused on enhancing the quality of life of people supported, promoting personal skill development and reducing/eliminating the use of restrictive practices</i></p>
Scope:	<p><i>Support will be offered within an area, but may include some work outside that area from time to time, if specialist support is required</i></p> <p><i>Support will be offered to people with learning disabilities and/or autism and associated complex needs i.e. behaviours which challenge, mental health conditions and risk of contact with the criminal justice system</i></p>
Accountabilities:	<ul style="list-style-type: none"> ➤ Respond to PBS Referrals in timely manner ➤ Complete Functional Assessments and implement PBS Plans in collaboration with support teams, and families as appropriate ➤ To provide modular based PASS +PORT Training to staff teams ➤ Be creative in approaches to provide advice and information in an engaging manner through the use of workshops, events and technology ➤ To monitor implemented PBS Plans, to check on consistency of approaches ➤ Coach/advise teams when inconsistency is evident ➤ Confidently and professionally challenge and report poor or abusive practice, in line with the organisations and PBS values ➤ Promote the least restrictive means of support, and the organisations commitment to STOMP and the reduction in use of psychotropic medicines ➤ Work collaboratively with the Assessment & Placement Team to minimise the risk of a placement breakdown ➤ Respond to crisis situations in which a person is posing a risk to self and/or others and there is a risk of placement breakdown/hospital admission ➤ Maintain data analysis related to behavioural support to evidence justification for strategies employed and behavioural trends over time

Specific Requirements:	<ul style="list-style-type: none"> ➤ A degree in Psychology, Health and Social Care, Applied Behaviour Analysis or PBS is preferred but consideration will be given to other qualifications of a similar nature or level. ➤ Willingness to work flexibly to support services, which may require working outside of 'office hours' at times ➤ Act in an On-Call capacity from time to time at weekends, to ensure there is behavioural advice at such times to Regional Managers in crisis/emergency situations ➤ Willingness and ability to travel throughout the organisation. A full drivers licence and ability to travel is essential to the role.
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PERSON SPECIFICATION	
Knowledge:	<ul style="list-style-type: none"> ➤ Strong understanding of the values and ethos of positive behaviour support, person centred approaches and thinking, Active Support and Total Communication ➤ Strong understanding of the needs of adults with learning disabilities and autism ➤ Knowledge of functional assessment tools, and PBS processes including how to construct and implement a PBS Plan ➤ Knowledge of Physical Intervention Accredited Training and legislation related to the use of restrictive practices ➤ Knowledge of the national STOMP campaign and the organisational commitment to STOMP ➤ Knowledge of monitoring tools, including the use of Positive Monitoring and Periodic Service Reviews
Skills and Experience:	<ul style="list-style-type: none"> ➤ Experience of directly supporting adults with learning disabilities and/or autism ➤ Skill in completing functional assessment, and developing/implementing PBS Plans which are easy for support teams to understand and follow ➤ Skill in assessing potential environmental and health factors at play in relation to challenging behaviour, including assessment of team dynamics ➤ Effectively communicate with people supported, families, support teams and external professionals to ensure excellent communication and continuity of support ➤ Skill at teaching small groups of staff, and including a commitment to become a PASS+PORT accredited trainer ➤ Experience of supporting teams in crisis situations, and positive role modelling to enhance skill, competence and confidence of support staff ➤ Able to use autonomy and work creatively to share information and advice across the organisation, prioritising workload effectively

	<ul style="list-style-type: none"> ➤ Excellent verbal, written and IT skills to ensure accurate and professional records and reports are developed as appropriate
<p>Competencies:</p>	<ul style="list-style-type: none"> ➤ Able to work effectively as part of a team and off own initiative ➤ To engage professionally and respectfully with others, whilst advocating for excellent positive behaviour support for people supported by the organisation ➤ Effective time management and prioritization of caseload ➤ Contribute to best practice networks, and focus on continuous professional development to enable the organisation to provide the very best positive behaviour support to people ➤ Effective Reporting and Analysis ➤ Flexible and can adapt to change