

Job Description



Job title: Positive Behavioural Support (PBS) Lead Practitioner

Accountable to: PBS Senior Manager

Accountable for: The development and implementation of PBS approaches across Freeways

Job Purpose

- To be the PBS Lead Practitioner for our current services and future PBS services within Freeways
- Directly support people with learning disabilities and/or autism and complex behaviours, providing a high level of expertise, advice and support to staff on autism-specific care and the implementation of Positive Behaviour Support.
- The development and implementation of personalised support plans and strategies to deliver an increasing sense of self-management and empowerment for the people we support
- Support individuals who may be referred from institutional settings to live more independently in the community enabling them to lead healthy and happy lives.
- To contribute to the development of further services for people who engage in behaviours that challenge, and to support the acquisition of new business under the direction of the PBS Senior Manager.
- Under the guidance of the PBS Senior Manager establish Freeways reputation as a competent provider of PBS services, including:
 - functional assessments, data analysis, sensory diets and support strategies
 - identifying and delivery of training
 - providing support and advice to other Freeways services
 - incident analysis & debrief

Key Responsibilities and Objectives

- Service Focus: Be aware of, adhere to and implement any legislative requirements consistent with the overall duties of this post, including Health and Safety, Data Protection and The Care Act, 2014 in line with all charity governance and Freeways policies
- Demonstrate a reduction in behaviours of concern, in particular restrictive practices and to promote positive and proactive risk management so that people in our services can live active and rewarding lives.
- Provide person centred holistic assessments to create favourable environments in order to decrease stress triggers and assist 'the person' to develop and maintain a good quality of life.
- Provide clinical and complex needs advice, guidance, support planning and

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training to staff and services where there are challenges to quality of life and service delivery

- Take on other clinical and developmental work as requested by the PBS Senior Manager
- Support people within a variety of services and settings as directed by the PBS Senior Manager
- Developing strategies around communication; understanding and addressing sensory differences and teaching independent living skills and coping strategies.
- Support Freeways staff teams to implement, monitor and evaluate PBS plans.
- Role model positive behavioural support and practice leadership to support staff.
- Promote safe, ethical and respectful risk and physical management practices for staff and comply with relevant policies and requirements, including recording and reporting.
- Contribute to the development of PBS training resources, support plan templates and underpinning policy documents related to PBS in collaboration with the PBS Senior Manager.
- Work in partnership with Freeways Operational Teams and contribute to their development.
- Lead training sessions for support staff regarding: Learning Disabilities, Positive Behaviour Support, Autistic Spectrum Conditions and on other related topics.
- Develop own knowledge and practice relative to continuous service growth and improvement
- Working in collaborative with the individuals you are supporting to identify and implement solutions to support development
- Working with families and other stakeholders?

Organisational Focus

- Support our PBS Senior Manager in the development of PBS services and approaches and positively impact on improving both the long term and the everyday lives of the people we support.
- To ensure person centered approaches are used in the delivery of support within services
- Ensure Positive Behavioural Support plans and positive risk assessments are central to the daily involvement of the teams and these result in excellent outcomes for individuals
- Be aware of and act upon all of Freeways policies and support their implementation within the services
- To contribute to the development of a PBS Strategy, policy review and the training and development of Freeways staff in line with best practice and least restrictive practices.
- To attend internal meetings and working groups as required

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External Focus

- Develop Freeways reputation for excellent delivery of complex services to people with learning disabilities and/or autism who require PBS
- To lead on the development and provide professional guidance and support to Freeways staff in the area of positive behavioural support
- Identify and support the acquisition of new business in relation to PBS

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- Be responsible for the design of new services for people who engage in behaviour that can present a challenge
- To attend meetings and any other relevant forums supported by Freeways to provide effective operational support, advice and information
- To undertake other such duties as considered appropriate by the PBS Senior Manager within the overall scope and objectives of the role and organisation; including the delivery of key projects
- To learn from other service provision and bring innovation, ideas and best practice ways of providing support and implement them within Freeways

Health and safety responsibilities:

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of yourself and others at work
- Assess the risks to employees and others (to include reasonably foreseeable aggression/violence) and support the implementation of risk management plans
- To co-operate with Freeways and Freeways Trust as far as is necessary to enable them to carry out their legal duty.
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for health and safety or welfare at work
- To ensure staff adhere to all policies relating to Health and Safety

Equal opportunities:

Freeways is committed to anti-discriminatory policies and practices and it is essential that the post holder is willing to make a positive contribution to their promotion and implementation.

Additional Responsibilities

This job description only contains the main duties relating to this post and does not describe in detail all the tasks required to carry them out.

Post holders may be asked to undertake any task commensurate with their band.

All job descriptions will be subject to review as appropriate and may be altered in line with the requirements of the post. Any proposed changes will be discussed with the post holder prior to change.

Person Specification – [Positive Behavioural Support Lead Practitioner]

Shortlisting will be based on the criteria listed below, which are derived from the Job Description. Applicants should therefore explain in their application how they think they meet each criterion using relevant examples from previous work experience and community/voluntary/leisure activities, as appropriate.

Requirements:	Essential	Desirable	Assessment Method
<p>Knowledge and Qualifications:</p> <ul style="list-style-type: none"> • Qualified to NVQ level 4 in management and care / Diploma level 5 in Health and Social Care • Knowledge of Positive Behavioural Support • BILD accredited Positive Behaviour Support training or equivalent • BTEC diploma in Positive Behaviour Support • A post-graduate degree, in Applied Behaviour Analysis or Positive Behaviour Support 		D	Shortlisting
	E		Shortlisting and Interview
	E		Shortlisting
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		D	Shortlisting
			Shortlisting and Interview
<p>Experience:</p> <ul style="list-style-type: none"> • Experience of supporting people with complex needs and /or challenging behaviour • Experience of clinical observation and conducting Functional Analysis • Working effectively with other relevant professionals • Significant experience of delivering staff training/coaching • Experience of the development and implementation and evaluation of Positive Behaviour Support Plans 	E		Shortlisting and Interview
	E		Shortlisting and Interview
		D	Interview
	E		Shortlisting
	E		Shortlisting and Interview
			Interview
<p>Other Skills and Abilities:</p> <p>Adaptable and resilient and able to take on a challenge and see it through to its conclusion</p>			Shortlisting
	E		Shortlisting

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<ul style="list-style-type: none"> • Excellent communication, interpersonal report writing and presentation skills 	<p style="text-align: center;">E</p>		<p style="text-align: center;">and Interview</p>
<ul style="list-style-type: none"> • Excellent IT skills (Word, Excel, Outlook, Power Point). 	<p style="text-align: center;">E</p>		<p style="text-align: center;">Interview</p>
<ul style="list-style-type: none"> • Excellent team leadership skills and a team player. 	<p style="text-align: center;">E</p>		<p style="text-align: center;">Interview</p>
<ul style="list-style-type: none"> • A personal commitment to the rights of people with a learning disability 	<p style="text-align: center;">E</p>		<p style="text-align: center;">Shortlisting</p>
<ul style="list-style-type: none"> • Able to provide hands on support and care for service users whose behavior can present a challenge 	<p style="text-align: center;">E</p>		<p style="text-align: center;">Interview Shortlisting</p>
<ul style="list-style-type: none"> • Ability to travel to services within a region and other local meetings 	<p style="text-align: center;">E</p>		<p style="text-align: center;">Interview</p>
<ul style="list-style-type: none"> • An interest in health and well being for both the people we support and our staff 			