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| **Job title:** Positive Behaviour Support Practitioner  **Division:** Cygnet Social Care  **Base:** Cygnet Social Care Services |
| **Reports to:** Senior PBS Practitioner |
| **Accountable to:**   1. Senior PBS Practitioner 2. Nurse Director for Social Care 3. Operations Director |
| **Role Summary:**  Build and maintain excellent working relationships with service and regional managers  To work in partnership with all stakeholders including colleagues, families and other professionals.  To develop innovative and person-centred approaches that will enable individuals to have fulfilled and active lives, thereby reducing the probability of challenging behaviour.  To provide behavioural advice, guidance and consultation to families, support staff and other professionals contributing directly to peoples’ assessment, analysis and intervention plans within a PBS Framework. |
| **Key tasks & responsibilities**:  **General Areas of Responsibility:**  To promote and maintain the positive well-being of the people who live in services provided by Cygnet Social Care by assisting in the provision of Positive Behaviour Support for individuals supported by the organisation.  To uphold high standards of Positive Behaviour Support in line with policy and practice.  As guided by the Senior Practitioner to undertake assessment, formulation work alongside individuals in the context of their history and relationships..  To assist in the development of interventions aimed to reduce the intensity, frequency and potential challenge of behaviours that are challenging to the individual and the service.  To work with members of Cygnet services to promote independence and the other outcomes as identified in the personalised support plans.  To offer clearly specified individual and group work to people who receive services under the supervision of the Senior Practitioner.  To facilitate the smooth and efficient implementation of the Care Plan systems within the homes.  To support services in meeting the physical, environmental, social and emotional wellbeing of each individual person in a way that respects the dignity of the individual and promotes independence and wellbeing.  To support services to respect individual’s culture, beliefs and preferences in all aspects of their daily life and within the care service that is delivered. For example: Menu planning and food preparation, personal care routines and religious practices.  To attend reviews, staff meetings, key group meetings, service user meetings etc. as appropriate.  To attend bi-monthly meetings in the services with the Senior Practitioner and the manager to review identified individuals.  To maintain a written report of any individual work and complete care records as required  To provide written reports of reviews and other assessment, formulation and intervention work.  **Leadership:**  Mentor and coach team members in all aspects of active support and PBS  To act as an information and resource person to staff working at the homes on matters relating to people with learning disability / autism / mental health difficulties.  **Education:**  Provide training promoting the principles of recovery focussed positive behaviour support, person centred active support and restraint reduction  **Research & Audit:**  To carry out literature reviews on relevant topics and to prepare information fact sheets and relevant trainings to be made available to homes.  Shares best practice through the dissemination of evidence and knowledge.  To participate in identified audits relating to PBS and quality of life measures  To undertake research within services as directed by the PBS Senior Practitioner |

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| **Criteria** | **Details** | **Evidence** |
| **Qualifications** | Recognised qualification in PBS or Behavioural Analysis (essential)  NVQ Level 5 in Health and Social Care or equivalent qualification (desirable)  Teaching and assessing certificate (desirable) | Certificates  Application Form / CV |
| **Experience** | Practical experience of working with adults with Learning disabilities in a range of settings (essential)  A minimum of three years’ experience of working with young people and adults with learning disabilities (essential)  Practical experience of working in conjunction with other stakeholders within an MDT framework (essential).  Experience of functional analysis and support plan implementation (desirable)  Experience training others in health and social care related subjects (desirable)  Experience of writing positive behaviour support plans via completed functional assessment (desirable) | Application  Form / CV  Interview  References |
| **Knowledge** | Knowledge of current theories and models of practice appropriate to the Positive Behavioural Support model.  Knowledge regarding the delivery of PBS to customers with Learning Disabilities and Autism  Knowledge of person-centred Planning, Active Support and practice leadership.  Knowledge of relevant safeguarding requirements and processes  Knowledge and understanding of the current legal responsibilities and standards / competencies relating to Positive behavioural support | Application  Form / CV  Interview  References |
| **Values** | Ability to demonstrate the organisational values and behaviours | Application  Form / CV  Interview  References |
| **Skills and Aptitude** | Excellent communication and interpersonal skills  Ability to work independently and in a small team and with a range of staff across the organization  Able to cope with unpredictable workload with frequent interruptions  Report writing / Presentation skills  IT skills including MS Office packages and other IT specialist packages | Application  Form / CV  Interview  References |
| **Flexibility** | Ability to work flexibly and travel across the organization as required  Capability to work some unsocial hours including weekends and nights | Interview |

This job description is a guide to the duties of the post and is not an exhaustive specification.  It is subject to review and may be altered by mutual agreement in light of future developments.