

## Choice Support Group

### **Job Description: Positive Behaviour Support Practitioner**

**Reports to: PBS Coordinator.**

#### **Job Purpose**

To develop new and existing services for individuals who may challenge and/or have autistic spectrum needs. To enable individuals to lead as independent and fulfilling lives as possible in their own home and have full control over the service they receive. Work on the premise that all behaviour serves a legitimate function for any individual and also has a communicative function. Thereby be instrumental in the development of services that work within a framework of proactive strategies based on what works for individuals, as well as looking at appropriate reactive strategies.

This job description lists the main areas of the role but it may be supplemented with additional tasks that may be required according to individuals' needs and wishes and those of the organisation.

#### **Main Duties and Responsibilities**

To provide support to services both existing and in development who work with individuals who may challenge and/or have Autistic Spectrum Support needs by:

- Providing access to information and offering advice and practical support to services to help them deal with difficult situations.
- Carrying out assessments of individuals and drawing up recommendations for staff teams as to how to better support individuals. Ensuring service models and support are based on individualised assessments. This may include supporting managers and staff teams to draw up support plans, behaviour support plans and protocols.
- Promoting integration of individuals into the community to access facilities and take part in activities outside of their home and provide the means to maintain their existing skills and develop new ones. Improving the quality of their life, is the fundamental aim
- Ensuring that Communication environments are developed that meet individual needs
- Providing information to ensure individuals maintain existing skills and develop new ones, especially those that teach the individual functionally equivalent and related skills, and if necessary direct treatment programmes.
- Writing reports that can be used in service development discussions with outside professionals and commissioners. Similarly, that can be forwarded to CQC and SOVA teams if appropriate.
- Facilitate best practice and marketing opportunities for the organisation by ensuring any work undertaken is written up as case studies

To support the process of developing a team of staff by:

- Making recommendations and referrals for appropriate training and development opportunities
- Providing training staff in PBS, ASC, PROACT SCIP etc
- Working with local operational manager(s) so that recruitment, selection and induction of all staff into the service meets individual(s) challenging and autistic needs and actively encouraging the involvement of individuals
- Acting as a link between the service and external professionals/ agencies e.g. MDT

To participate in the development of existing services by:

- Developing a PBS plan and training staff in its implementation
- Supporting teams to understand and implement good practice in line with PBS ideology
- Providing managers with the tools to draw up a development plan that takes account of resources available and sets out action areas
- Ensuring they reflect the Positive Behaviour Support values of the organisation
- Acting as a link to others involved in the development of the service such as Care Managers, families, advocates, current staff and others in the area of PBS
- Providing information and guidance on drawing up appropriate individualised risk assessments, so that these feed directly into individual support plans and behaviour support plans
- Monitoring the development of a service by ensuring any recommendations are forwarded onto the quality assurance department.

### **Miscellaneous**

To undertake any other duties as appropriate to the post.

To participate in regular supervision and personal goal setting.

To take part in training and CPD opportunities as appropriate.

To perform all duties with due regard to the requirements of current Health and Safety at Work regulations.

To perform all duties in accordance with the policies and procedures of the Choice Support Group.

This job description may be subject to review and change in consultation with the post holder

This job description may be subject to review and change in consultation with the post holder. It may also be the case that during times of few referrals from existing services or during periods of considerable new service developments the post holder may well use their skills to help in the development of new Choice Support CB and ASC services.

**This is not intended to be a contractual document  
September 2022**

## **Choice Support Group**

### **Person Specification: Positive Behaviour Practitioner**

This person specification lists the essential and desirable characteristics necessary for you to perform the job. It may be supplemented by additional criteria according to the specific needs and wishes of the organisation over time.

#### **Essential Requirements**

At least two years experience of working with people with a learning disability who live in a community setting who may exhibit behaviours that challenge

At least two years experience of working with individuals with Autistic Spectrum Condition support needs.

At least one year's experience of facilitating the development of a CB or ASC service

To have a relevant qualification i.e. IABA, Tizard Centre, Welsh Centre or equivalent

A thorough understanding of the issues relating to Positive Behaviour Support

Be able to demonstrate an ability to offer a holistic approach to individuals who may challenge and/or have Autistic Spectrum Condition support needs.

Ability to work proactively in environments that may be in crisis and draw up reactive strategies in order for services to gain immediate control over a situation e.g. Establish why, when and how behaviours will occur and then support services in a way that minimises these 'triggers' Ability to think and respond creatively, positively and with flexibility.

Enthusiasm and a positive attitude towards supporting all individuals to lead independent and fulfilling lives.

Ability to challenge and be challenged as part of Choice Support's Positive Behaviour Support Directorate.

Ability to communicate effectively with Individuals with learning disabilities and/or Autistic Spectrum Condition Support Needs using a variety of different methods as required.

To have good communication skills (both written and oral) and an ability to work with family members and a variety of external professionals in the development of services. Understanding how the values of Choice support may differ from that of others and therefore be able to work in this challenging environment

A commitment to training and development of self and staff teams.

An ability to work autonomously in regards to caseload

#### **Desirable Requirements**

Master Level Qualification – highly desirable

Proven leadership ability

Experience and knowledge of assistive technologies

A current full manual car driving licence

Experience of managing services for individuals with complex support needs.

Experience of developing new services for individuals with complex support needs