

Job Description and Person Specification

Job Title	Positive Behaviour Support Practitioner
Team	Enhanced Support Team
Business Division	Quality
Reports to	Positive Behaviour Support Lead
Accountable to	Chief Quality Officer
Location	Remote with expectation of regular business travel

Summary	
<p>As a UK-based, national healthcare provider, we are committed to providing exceptional care at home to the people we support, as well as live-in care services. With over 30 years' experience, our expertise lies in supporting children, young people and adults with high acuity and complex needs throughout the UK.</p> <p>The Enhanced Therapeutic Support team work proactively, to provide person centred support that aims to enrich the quality of life for the people that we support. We support people within their own homes or in the family home, to develop the ability to live as independently as possible, using a Positive Behavioural Support model to provide evidence based interventions</p> <p>As a PBS Practitioner you will have responsibility for your own agreed caseload, workstreams within this will be agreed and supported by the PBS Lead.</p> <p>As part of this role, you will be expected to carry out observations, complete a variety of assessments and analyse data that will underpin an evidence based and data driven PBS plan for people that require this level of intervention.</p> <p>Monitoring good practice is essential in helping us to focus on the positives and reduce behavioural responses to adverse situations and reduce restrictive practice. As a PBS Practitioner coaching, role modelling and training Team Leaders and Support Workers, will be an integral aspect of your role. Capturing your observations and documenting your findings, will mean that staff have the ongoing skills and ability required to fulfil their role therefore providing the best outcomes for the people we support.</p>	

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Key Responsibilities	
Caseload	<ul style="list-style-type: none"> Responsibility for your own agreed caseload and ensure that PBS plans/Quality of Life plans, are reviewed and updated with current evidence based information.
Assessments and observations	<ul style="list-style-type: none"> Carry out observations, complete a variety of assessments, pertinent to need and analyse data from behavioural incident report forms, activity data and other recordings maintained within daily reports.
Good practice	<ul style="list-style-type: none"> Coaching, and demonstrating good practice within the persons home alongside staff teams. Monitoring the outcomes of these sessions and updating the PBS plan/care plans/risk assessments as required and deemed necessary.
Collaboration	<ul style="list-style-type: none"> Working collaboratively with the person we are supporting, families and other professionals to build relationships and
Motivation and information sharing	<ul style="list-style-type: none"> Facilitating practice workshops to provide an overview and reflection of current support provided. Share outcomes and celebrate achievements for the person we support and their staff team. Develop an action plan for continuous monitoring and development.
Meetings	<ul style="list-style-type: none"> Preparation and chairing of meetings for Team Leaders and staff teams in relation to PBS and the person they support.
Confidentiality	<ul style="list-style-type: none"> Maintain confidentiality at all times
Equality, Diversity and Inclusion	<ul style="list-style-type: none"> Ability to demonstrate awareness and understanding of equality, diversity and inclusion and how this applies to this role.

Qualifications and Skills

Education:

- Level 3 BTEC or equivalent in PBS or above with in-depth knowledge of the principles of PBS and application.
- Applied Behaviour Analysis
- Psychology

Experience:

- Extensive experience in working with people who have a diagnosis of autism, ADHD, learning disabilities, trauma informed care and associated mental health conditions.
- Experience of working with people who require support with social, emotional and communication needs.
- An understanding of Active Support and its value in supporting people through a PBS model.
- Experience of identifying and managing risk and being creative in finding solutions to minimise the impact on quality of life.

Technical Skills:

- Ability to coach and support staff teams, in the application of PBS plans and aid skill development.
- Ability to work collaboratively with MDTs and other professionals
- Ability to use electronic systems and excel.
- Ability to work creatively and innovatively to meet the individual needs of the people we support.

Communication:

- Communicate and liaise effectively with the person we are supporting, families, and relevant professionals and other stakeholders.
- Provide written reports and analyse data for your caseload.
- Provide data analysis and reports for MDT's and external professionals and deliver information from written reports.
- Support staff teams to understand the person we supports preferred communication methods and support with resources.
- Communicate the contents of the PBS plan to provide understanding and promote high quality, consistent support across the team.

Organisational Skills:

- You will need to be able to work autonomously, prioritise and plan and manage your time effectively.
- Maintain clear, thorough and factual notes to a high standard using the systems within Acuity Care Group, in a timely manner
- Ability to work as part of a small team, and work flexibly to achieve positive outcomes for the people we support.

Regulatory Awareness:

- RRN training Standards

- PBS Framework

Up to date knowledge of legislation and guidance

- Good knowledge of legal frameworks that affect the people we support.
- Human Rights
- Safeguarding
- MCA
- DoLS