

Job Description

Function: Adult Services PBS & Therapy Team

Job title: Positive Behaviour Support Practitioner

Reports to: Area Manager (PBS Lead)

Location: Travel within East Anglia (base to be agreed)

Main purpose of the job

Using the clinical frameworks of Applied Behavioural Analysis and Positive Behavioural Support the Positive Behaviour Support Practitioner will work within a multidisciplinary framework to provide a behavioural and wellbeing service for adults with autism and other complex needs, within Adult Services, to meet their needs effectively.

Main duties/responsibilities

- To conduct or contribute to assessments relating to PBS, including functional analyses, quality of life assessments, Person Centred Planning and provide interpretations of the results
- To work to promote the implementation of “best practice” initiatives such as (but not limited to) “Positive and Proactive Care” / “The Restraint Reduction Network” / “Challenging Behaviour – a Unified Approach” within all Autism Anglia Services.
- To formulate and implement PBS interventions based on current, up to date best practice guidance
- To direct and assist the data analyst to produce regular, valid and meaningful analysis of quantitative and qualitative data produced through regular organisational procedures (such as ABC and incident analysis) or bespoke data gathering systems (such as individualised monitoring forms)
- Ensure clear protocols are in place for PBS to feed into assessments, reviews, referrals and transitions and to contribute to, or carry out such assessments as part of the MDT
- To promote positive relationships & make positive contributions to working alongside other professionals in the multi-disciplinary team, and wider organisations at all times
- To attend meetings including but not limited to MDT, person centred planning, reviews, keyworker, team meetings etc as or when required

- To take part in regular supervision and appraisal and maintain an active engagement with current developments in the field of positive behaviour support, actively seeking and participating in appropriate continuous professional development opportunities
- To provide behavioural advice, guidance and consultation to families, external organisations and other professionals when this has been agreed as part of a package of care and directed by an immediate supervisor
- To contribute to the design of systems for measuring outcomes for the efficacy of PBS, using this to inform future decisions and feed into continuous improvement processes
- To deliver organisational PBS training packages both internally and externally and identify & design further training packages based on needs identified within Autism Anglia services, or external demand
- To contribute to the development, evaluation and monitoring of organisational policies, procedures and protocols
- To take part in recruitment, induction and supervision of staff and students as or when required
- To identify the potential for information technology resources to facilitate communication, develop clinical assessment and intervention resources and collect and analyse data
- To work in partnership with other internal sections to develop and maintain an effective method of record keeping
- To promote the best interests of the PWS by contributing to best interest decisions and mental capacity assessments as required
- Ensure that Autism Anglia is made aware of any issues relating to compliance with legislative duties relating to PBS

Teaching, Training and Supervision

- To deliver organisational PBS training packages both internally and externally and identify & design further training packages based on needs identified within Autism Anglia services, or external demand
- Engage in regular supervision and appraisal
- Remain up to date with and be responsible for attending all mandatory and additional training required to fulfil role

General Responsibilities

- Work in accordance with all policies and procedures of the organisation
- Be available to work unsocial hours (for example to carry out observations on night shifts, evenings and weekends in response to the needs of the services and people we support)
- Act in accordance with relevant legislation and national guidelines including those relating to safeguarding vulnerable adults and children
- Maintain good relationships with outside agencies and the general public in order to uphold the organisations image and win increased support for its work
- Promote a positive image of autism and actively promote Autism Anglia and its commitment towards Equal Opportunities
- Co-operate with all colleagues in maintaining harmonious and constructive relationships
- Undertake periodic training and development meeting sector requirements to maintain and update knowledge, skills and competence
- Ensure the respect, dignity and right to privacy of the people we support
- Carry out any other duties as are within the scope, spirit, principles, values and purpose of the job, the post and its position

Person Specification

Education and qualifications

Essential	Desirable
Qualified to degree level (or equivalent) or currently studying towards a qualification in Positive Behaviour Support and can demonstrate significant experience and knowledge of PBS within a relevant setting (a confirmed place on a course starting in 2020 must have been secured)	Masters level qualification in relevant subject i.e. Analysis and Intervention in Learning Disability, Applied Behaviour Analysis or Psychology
Qualified to instructor level in delivering training in restrictive physical interventions with a training organisation closely aligned with the Restraint Reduction Network	
Practical experience of working with people who have autism and/or learning disabilities	

Maths & English at GCSE, Grade C or above (or equivalent)	
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Knowledge and Experience

Essential	Desirable
Experience & knowledge of conducting a wide range of assessments relating to PBS implementing behaviour support strategies	Previous experience of working as a PBS practitioner within an adult services environment
Ability to formulate and implement PBS interventions	
Ability to effectively analyse quantitative and qualitative data	
Experience of delivering PBS & restrictive physical intervention training	A minimum 1 years' post qualifying experience of delivering training in physical disengagements / restrictive physical interventions and the ability to demonstrate a commitment to the Restraint Reduction Networks Training Standards (2019)
Experience of working collaboratively with the MDT in relation to the assessment, review, referrals and transition processes	
Knowledge and experience of proficient systems for measuring outcomes for the efficacy of PBS	

Personal Skills and Qualities

Essential	Desirable
Ability to relate to people with autism, their relatives, staff and other professionals	Wider interest in community / volunteering / fundraising / education / public engagement
Full driving licence with access to own transport	

Able to work outside of normal working hours to attend training or attend meetings	
Ability to maintain accurate records to a very high standard	
Ability to problem solve, analyse data and work innovatively to consider new approaches	
Excellent organisational skills, with the ability to work flexibly and autonomously and within different teams altering working practices in response to differing needs.	
Ability to work with integrity, discretion, sensitivity and empathy appropriate to the situation.	
A flexible, positive, enthusiastic, proactive and inclusive approach	