



Job Description

Positive Behaviour Support Lead

Responsible to: Head of Care & Safeguarding

Responsible for: N/A

Job Purpose: To deliver person-centred and evidence-based behavioural interventions through a combination of a specialist caseload and staff advice and guidance to improve the quality of life of learners and residents presenting with challenging behaviour.

Key responsibilities:

Main

1. To undertake behaviour assessments including functional analyses of new and existing learners and residents as required and to provide interpretations of findings.
2. To make recommendations for inclusion in individual Support Plans and to ensure these are kept up to date.
3. To work collaboratively with other members of the Therapeutic Team, Care and Education staff to identify and implement evidence-based interventions based on a holistic understanding of individuals' needs.
4. To promote the effective management of incidents of challenging behaviour, including any resultant environmental changes, risk assessment or support plan updates emerging through post-incident support processes.
5. To monitor and review incidents and suggest actions and care planning recommendations
6. To provide post incident support to staff where the need/incident dictates
7. To contribute as required to the college's pre-entry assessment processes.
8. To attend Therapy Team and any other multi-disciplinary Team meetings as required.
9. To maintain professional registration with the appropriate body.
10. To take part in regular professional supervision and appraisal.
11. To actively engage with developments in the field of Positive Behaviour Support and related disciplines.
12. To keep up to date and accurate records of work completed including updating the organisation's Therapeutic Interventions recording system.
13. To contribute to a reflective organisational culture that learns from experience and identifies quality improvement goals to enhance outcomes for learners and residents.

General

1. Working according to the policies and guidelines of the Organisation.
2. To be committed to Continuous Professional Development (CPD).
3. Improving your own understanding of the values that underpin the work in the Organisation by attending relevant induction and training.

4. Respect confidentiality at all times.
5. Through personal example demonstrate commitment to equality and diversity ensuring equality of access and treatment for all.
6. There will be times when you may be required to undertake additional tasks, duties and responsibilities within your capabilities and may be asked to undertake an alternative job on a temporary basis. However, you will not ordinarily be assigned to duties or required to perform services which you cannot reasonably perform or are outside the range of your normal skills and experience.

This job description is intended to provide guidance on the range of duties associated with the post. It is not intended to provide a full and exclusive definition of the post. It may be subject to modification and amendment from time to time and the post holder may be required to undertake additional duties as required.

Line Manager Signature:

Date:

Employee Signature:

Date:

Person Specification

Positive Behaviour Support Lead

Requirement	Essential or Desirable?	How Assessed?
<p>Knowledge and Understanding:</p> <p>Experience of working in a multi-disciplinary Team</p> <p>Good understanding PBS</p> <p>Ability to conduct robust behavioural assessments</p> <p>Experience of working with people with autism, learning difficulties and disabilities.</p> <p>Knowledge of the development of individual Risk Assessments and Support Plans</p>	<p>Essential</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p>	<p>Application & Interview</p> <p>Application & Interview</p> <p>Application & Interview</p> <p>Application & Interview</p> <p>Application & Interview</p> <p>Application & Interview</p>
<p>Skills & Abilities:</p> <p>Excellent oral and written communication skills.</p> <p>Excellent organisational skills</p> <p>Excellent planning skills</p> <p>Ability to use ICT effectively for own administrative workload and organisational recording requirements.</p> <p>Ability to convey complex information in a meaningful way to a broad staff base</p> <p>High level of attention to detail.</p> <p>Ability to work independently and as part of a team.</p> <p>Ability to prioritise workload and meet strict deadlines.</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Application & Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>
<p>Personal Attributes:</p> <p>Self-motivated with a commitment to an enabling support model</p> <p>Commitment to the continuing development of skills and knowledge</p> <p>Flexibility in approach.</p> <p>Reliable and able to demonstrate a high level of confidentiality</p> <p>Commitment to equality & diversity</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Reference & Interview</p> <p>Reference & Interview</p>