

Job Description

Job title	Senior Positive Behaviour Support Practitioner	Job family	Priory Adult Care
Reporting to	PBS Regional Lead	Job code	TBC
Location	Remote	Evaluation Date	July 2024

Job Purpose

- To lead the implementation and delivery of Positive Behaviour Support for designated regions.
- To deliver Positive Behaviour Support to sites.
- To provide supervision, ongoing leadership, and support to PBS Practitioners to manage, coordinate, and prioritise their workload.
- To enable site teams to implement positive and proactive approaches that improve wellbeing and quality of life for the people we support, by providing direct support and training.
- To deliver PROACT-SCIPr-UK® training across the region on an ongoing and regular basis.

Responsibilities

Leadership and Colleague Management:

- Provide clinical supervision, day-to-day support, and caseload management for up to four PBS Practitioners.
- Coordinate, mentor, and provide clinical supervision for PBS Practitioners and Trainee PBS Practitioners.
- Work positively with members of the internal and external MDT, providing support as required.
- Arrange and coordinate sub-regional communication for PBS Practitioners.
- Contribute to recruitment processes and support the induction of newly recruited PBS Practitioners.
- Lead the Practice Leadership Forum for operational colleagues within the region where applicable.

Training Delivery:

- Lead the delivery of PROACT-SCIPr-UK® in the region, including course delivery and administration of training.
- Deliver Positive Behaviour Support training and other associated courses as required.
- Contribute to the development of training resources where applicable.

Quality:

- Demonstrate best practices in the implementation of Positive Behaviour Support, working with the individuals we support, internal colleagues, and external teams and families.
- Develop and implement Positive Behaviour Support plans, including conducting Functional Behaviour Assessments as required.
- Drive quality within the region for PBS-associated documents.

- Provide staff training and development, including Positive Behaviour Support, PROACT-SCIPr-UK®, practice workshops, and other associated training.
- Work with site leaders and operational directors to develop and deliver appropriate and person-centred risk management procedures.
- Conduct incident analysis and debrief sessions.
- Attend and contribute to internal and external meetings as required.
- Ensure compliance with operational standards and statutory regulations.
- Complete mandatory and additional training relevant to the role as required.

Innovation:

- Take a lead role in embedding Capable Environments alongside a Positive Behaviour Support culture in services.
- Support the assessment and transition of new referrals.

Communication:

- Communicate with both internal and external stakeholders across a relevant divisions and disciplines.

Budgets & Equipment:

- Share responsibility for the proper use, maintenance, and security of equipment, tools, and systems required within the role.

Informatics:

- Ensure the confidentiality of service users is maintained and appropriate use of data systems as applicable to the role.
- Ensure inspection documentation, certification, and other associated records comply with operational standards and statutory regulations.

Person Specification

Essential:

- Qualified at Degree level or higher.
- Hold a formal qualification in Positive Behaviour Support, such as BSc in Intellectual and Developmental Disabilities, MSc in Applied Behaviour Analysis, MA or MSc in Autism Studies, PBS/ABA Graduate Diploma, or PBS BTEC Level 5 (Advanced Professional Diploma).
- Proven track record of team leadership and associated skills.
- Qualified or willing and able to work towards Instructor Level of PROACT-SCIPr-UK®.
- Demonstrated history of providing direct support to people with learning disabilities and/or Autism and Challenging Behaviour.
- Experience conducting behavioural assessments and developing, implementing, and evaluating interventions for individuals presenting with challenging behaviour.
- History of delivering Positive Behaviour Support training.
- History of reducing the use of restrictive practices.

- Full driver’s licence and availability of a vehicle for business use.

In addition, the candidate will demonstrate:

- Person-centred beliefs, values, and attitude.
- Excellent communication skills.
- Ability to work as part of a team in a leadership capacity, leading and influencing others positively.
- In-depth understanding of the principles of Positive Behaviour Support and Applied Behaviour Analysis.
- Experience conducting behavioural assessments and developing, implementing, and evaluating interventions for individuals.
- Excellent record-keeping and written skills, including report writing, and the ability to support others to develop in this area.
- Detailed understanding of the legal frameworks and policies relevant to the role, such as the Mental Capacity Act (2005), DOLS, Safeguarding, and risk management.
- Ability to work independently and become skilled in the self-management and assessment of work.

Additional Requirements:

- Situations that may occur within the role can be challenging for those involved. The role can be physically and emotionally demanding, and resilience is therefore required.
- A flexible approach is required to meet the demands of the role, which may vary depending on the needs of sites.
- Extensive travel and overnight stays will be required to facilitate support within agreed regions, and occasionally wider regions as needed.

Upholding the Company Behaviours	
This provides some guidance on the types of conduct expected to support the Company Behaviours	
Behaviour	Evidence
Putting People First	<ul style="list-style-type: none"> • Put the privacy, dignity, rights, health and wellbeing of the people who we support and their families first • Remember we are working in the people we support’s homes and will act accordingly. We will not bring our personal issues into their home or use our personal mobile phones for personal matters whilst on duty • Respect each individual we support’s right to confidentiality
Being Supportive	<ul style="list-style-type: none"> • Show compassion, respect and a willingness to help the people we support and their families • Engage with the people we support and gain their valid consent before providing care and support • Work hard to ensure the people we support are cared for in line with their wishes
Acting with Integrity	<ul style="list-style-type: none"> • Make sure that our actions do not harm an individual’s health or wellbeing • Immediately challenge and report dangerous, abusive, discriminatory or exploitative behaviour or practice

	<ul style="list-style-type: none"> • Listen to each other and respect that we are all unique with different opinions • Be honest and be able to account for our actions and decisions and be prepared to learn from our mistakes • Honour our work commitments, agreements and arrangements and be reliable, dependable and trustworthy
Being Positive	<ul style="list-style-type: none"> • Go the extra mile to help those we support to lead fulfilled lives in a way that is meaningful to them and achieve their goals and aspirations • Understand the value of our contribution and that of our colleagues and the vital part we all play in our team
Striving for Excellence	<ul style="list-style-type: none"> • Ensure we work in accordance with company policies and procedures and in line with the guidance of our Line Manager • Strive to improve our own practice and the quality of service we give by completing all relevant training, participating in supervision sessions, and accepting and reflecting upon constructive feedback • Maintain clear and accurate records of the care and support we provide • Tell our Line Manager if we have concerns about any aspect of the service we give, or any ideas of how to improve it