

Job Description

Job title	Regional PROACT-SCIPr-UK® Instructor	Job family	Quality Team
Reporting to	PROACT-SCIPr-UK® Lead	Job code	
Location	Remote- Regional	Evaluation Date	Feb 2022

Job Purpose

- To deliver PROACT-SCIPr-UK training to teams supporting individuals who may display challenging behaviour across the region.
- To support the improvement in the quality, efficiency and volume of training delivered across the region.
- To contribute to the ongoing reduction and monitoring of restrictive practices, supporting the PROACT-SCIPr-UK® Lead.
- To fulfil the role of Principle Instructor and support training of site level Instructors and Additional Interventions where required.

Responsibilities

- Delivery of high quality PROACT-SCIPr-UK® Training courses across a region as required
- Willing and able to support delivery of training to PROACT-SCIPr-UK® Instructors (or to work towards)
- Administration and management of training programmes, including processing related course documents within agreed timescales and maintenance of compliance data.
- To carry out post training evaluation to measure the added value of training delivered within the region.
- To act as a subject matter expert in PROACT-SCIPr-UK®
- To utilise media, e.g. Zoom to deliver training where possible to maximise training delivery in the region.
- Working alongside sites within region to ensure that training is proactively and effectively planned and delivered.
- Contribution to the leadership and consistency of practice of the regional team of PROACT-SCIPr-UK® Instructors
- Supporting the PROACT-SCIPr-UK Lead to implement the standards of the BILD Restraint Reduction Network Standards 2019
- Supporting the delivery of the Adult Care PROACT-SCIPr-UK® Strategy to ensure the principles of person centred care, improvement in individual's lives and ongoing reduction of restrictive practices are central to the ethos and culture across the business.
- To contribute to the update of learning materials and content as required in line with national guidelines, legislation and Priory Policies and Procedures
- To escalate any Safeguarding concerns and disclosures in line with the Priory and Local Safeguarding Procedures
- To ensure own knowledge and training is current and up to date and to proactively complete continuous professional development opportunities in line with Performance and Development Review.
- Supporting Priory Adult Care liaison with Loddon training and Consultancy when required.

Knowledge / Education / Skills & Experience

<u>Knowledge</u>	<u>Essential</u>	<u>Desirable</u>
Background and understanding of the principles and application of Positive Behaviour Support	✓	
Track record of utilising person centred approaches to reduce the need to implement restrictive interventions	✓	
<u>Skills and Abilities</u>	<u>Essential</u>	<u>Desirable</u>
Articulate with good interpersonal skills and clear communication with all levels of teams and management	✓	
The ability to deliver training to achieve specific objectives	✓	
An autonomous self-starter who will take ownership for a diverse role	✓	
Proactive with ability to use initiative, and manage own time	✓	
Natural team Player	✓	
Planning and organisation skills	✓	
Proficient computer skills, Microsoft Office Suite (Word, PowerPoint, Outlook, and Excel)	✓	
Ability to analyse data when required		✓
Mobile – must be willing to undertake extensive travel and be able and willing to visit remote geographical sites within Region and outside of region when required. This will require overnight stays close to training venues	✓	
Have a current Driving License and access to a car	✓	
<u>Qualifications</u>	<u>Essential</u>	<u>Desirable</u>
Qualified PROACT-SCIPr-UK® Instructor status	✓	

Qualified PROACT-SCIPr-UK® Principle Instructor Status		✓
Educated to A-Level or equivalent		✓
Other qualifications relevant to the Health and Social Sector, i.e. L3	✓	
Award in Education & Teaching (or willing to work towards qualification as part of your Continual Professional Development)		✓
Certificate in Emergency First Aid at Work, or willingness to obtain	✓	
Experience	Essential	Desirable
Previous experience of working within Social Care environments, with adults who may display challenging behaviour/ vulnerable service user groups	✓	
Experience delivering training/learning events (minimum 1 year)	✓	
Knowledge and experience of both Safeguarding adults & children	✓	
Knowledge of Mental Capacity Act (2005)	✓	
Experience of delivering learning via an online Learning Platform (For example Zoom)		✓
Experience using a Learning Management System		✓

Responsibility

Colleagues

No direct responsibility for managing colleagues

Budgets & Equipment

Collective responsibility for the care and security for equipment

Information

Shared responsibility for the confidentiality, security & accuracy of colleagues records data and information in accordance with General Data Protection regulations (GDPR)

Working Environment

The expectation of the role is that it will be a combination of face to face training delivered regionally, based on your location and working from home completing course admin and delivering virtual classrooms via an online platform at times.

Confidential information may be discussed, so you should be able to work from a suitable environment with professional presentation and confidentiality in mind.

Safeguarding

All Priory Group colleagues have a responsibility to safeguard the individuals we care for, these may be adults and children or individuals connected to the people Priory Group supports.

Colleagues must ensure they are aware of the safeguarding policies and procedures in their service, in addition who to contact within the Local Authority Safeguarding Team for further advice.

All colleagues are required to attend safeguarding training appropriate to their role and to undertake additional training in associated areas.

Upholding the Company Behaviours

Demonstrate in this section how the role will evidence and support the Company Behaviours

Behaviour

Responsibility to evidence

Putting People First	Understanding that this role is a support function for Divisions and acting in a way that demonstrates this
Being Supportive	Demonstrating excellent behaviours that replicate 'putting people first' therefore clearly acting by example and being supportive of others. This includes being respectful even when a colleague demonstrates behaviour you are setting. Being supportive and solution focussed but seeking to understand
Acting with Integrity	Understanding that it is important to treat others as you would want to be treated yourself. Being honest and transparent at all times even when things have gone wrong.
Being Positive	Actively demonstrating the ethos and behaviours of the Priory Group, genuinely portraying a good environment and playing my part in demonstrating positive behaviours and role modelling this to others
Striving for Excellence	Being the best you can be through effective working methods, organisational and team pride and asking for help and support as required. Ensuring that business objectives are met as well as setting personal objectives as well.