

JOB DESCRIPTION

Job Title	PBS Practitioner
Reports to	Head of PBS
Job Purpose	Provide excellent Positive Behaviour Support, in keeping with the organisations Positive Behaviour Support Framework. Respond to PBS Referrals and hold a caseload, prioritised with support from the PBS Team Manager Ensure support teams are focused on enhancing the quality of life of people supported, promoting personal skill development and reducing/eliminating the use of restrictive practices
Key Deliverables	The PBS Practitioner is responsible for delivering high-quality, person-centred behavioural support across services. This includes responding to referrals in a timely and prioritised manner, conducting functional assessments, and collaboratively developing and implementing Positive Behaviour Support (PBS) Plans with support teams and families.
Key Accountabilities	- Respond to PBS referrals in a timely manner, holding a caseload as prioritised and agreed with the PBS Team Manager. - Complete functional assessments and implement PBS Plans in collaboration with support teams and families, as appropriate. - Deliver modular-based PASS+PORT training to staff teams, tailored to the needs of the person/people supported. - Monitor implemented PBS Plans to ensure consistency of approaches, and coach/advise teams when inconsistencies are identified. - Raise concerns to the PBS Team Manager regarding practice issues or signs of an unhealthy culture within a support team. - Promote the least restrictive means of support, in line with the organisation's commitment to STOMP and the reduction in use of psychotropic medication. - Work collaboratively with the Assessment & Placement Team to support individuals transitioning into services, helping to minimise the risk of placement breakdown.

PERSON SPECIFICATION

Knowledge and Experience	- Excellent verbal, written, and IT skills to ensure accurate and professional records and reports are developed as appropriate. - Effective time management and prioritisation of caseload. - Strong understanding of the values and ethos of Positive Behaviour Support (PBS), person-centred approaches and thinking, Active Support, and Total Communication. - Strong understanding of the needs of adults with learning disabilities
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	and autism. • Knowledge of functional assessment tools and PBS processes, including how to construct and implement a PBS Plan. • Knowledge of Physical Intervention Accredited Training and legislation related to the use of restrictive practices. • Experience of directly supporting adults with learning disabilities and/or autism. • Skilled in completing functional assessments and developing/implementing PBS Plans that are easy for support teams to understand and follow. • Ability to maintain data analysis related to behavioural support to evidence justification for strategies employed and behavioural trends over time. • Skilled in assessing potential environmental and health factors related to challenging behaviour, including assessment of team dynamics. • Effective communication with people supported, families, support teams, and external professionals to ensure excellent communication and continuity of support. • Skilled at teaching small groups of staff, with a commitment to becoming a PASS+PORT accredited trainer. • Experience in supporting teams in crisis situations, and positive role modelling to enhance skill, competence, and confidence of support staff. • Able to work autonomously and creatively, sharing information and advice across the organisation, and prioritising workload effectively. • Knowledge of the national STOMP campaign and the organisational commitment to STOMP. • Knowledge of monitoring tools, including the use of Positive Monitoring and Periodic Service Review.
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