**JOB DESCRIPTION**

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| **Additional Responsibilities Role** |
| **Job Title:** | Positive Behaviour Support Lead |
| **Department:** | PBS Team | **Accountable to:** | PBS Manager |

Purpose of the Post:

To be a part of a dynamic and supportive team who are passionate about providing high-quality positive behaviour support to enhance the quality of life of the people we support across our school and adult services. To ensure that PBS is consistently and effectively embedded across the organisation by working directly with teams and the people who access our services.

Duties and Responsibilities:

1. Support and guide teams across the organisation to implement and embed effective PBS by modelling good practice.
2. Lead multi-disciplinary team meetings for allocated services, including wider professionals where necessary, to identify clear actions and outcomes to improve quality of life for the people we support.
3. Complete functional behaviour assessments, collate and analyse data to support the implementation of new strategies.
4. Audit Positive Behaviour Support plans and debriefs within allocated services to ensure consistency of approach.
5. Support teams by introducing interventions where inconsistency in approach has been identified through modelling and coaching.
6. Have a good awareness of the use of restrictive practices within allocated services and feed this back to the PBS Manager with the aim of reducing/eliminating these.
7. Contribute to the delivery of organisational training package to support effective implementation of PBS.
8. Provide ongoing proactive support to teams in addition to providing short notice support during challenging periods.
9. Keep accurate documentation and records related the work within allocated services.
10. To adhere to the organisational policy, procedure, and code of conduct.

**PERSON SPECIFICATION**

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| **Job Title:** | Positive Behaviour Support Lead |
| **Department:** | PBS Team | **Accountable to:** | PBS Manager |
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| **Person Specification** |
| **Qualifications*** Relevant qualification in Positive Behaviour Support or similar.
* Full UK driving license with an expectation to travel to our services across the East Midlands and Northampton.
 |  Essential  Essential |
| **Knowledge / Experience** |  |
| * Minimum of 2 years relevant experience working with young people and adults with learning disabilities and/or autism.
 | Essential |
| * Familiarity with current PBS practice and reducing restrictive practices. With a commitment to evidence and values-based practice.
 | Essential |
| * Good written English language skills and ability to write high quality reports and PBS plans in a way that is accessible to those who may not have high levels of educational attainment.
 | Essential |
| * Ability to complete functional behavioural assessments as well as, developing, implementing, and evaluating interventions.
 | Essential |
| * Experience of supporting the delivery of training in PBS and other relevant areas.
 | Desirable |
| * Ability to lead multidisciplinary team meetings for allocated services, involving both internal and external professionals.
 | Desirable |
| * Ability to use assessment tools and analyse data collated to support the development and implementation of effective Positive Behaviour Support plans.
 | Essential |
| **Personal Qualities/Skills*** A positive and proactive attitude.
* Excellent communication and interpersonal skills.
* Ability to establish rapport, trust and constructive relationships.
* Ability to work as part of a team, being a positive role model and example for good PBS, empowering and motivating others.
* Effective time management and organisation skills.
* Committed to improving outcomes and overall quality of life for the individuals we support.
* Have an understanding of and empathy for the people we support.
* Good problem-solving skills.
* Ability to organize and prioritise personal case load.
* Proficient in the use of Microsoft Office (Word, Excel, PowerPoint).
 | Essential EssentialEssentialEssentialEssentialEssentialEssentialEssentialEssential Desirable |

**Please note:** This job description is not exhaustive and reflects the type and range of tasks, responsibilities and duties that are associated with the role. Therefore, you may be asked undertake other duties as required by your line manager.

The postholder will be required to undergo and obtain a satisfactory Enhanced Criminal Records Bureau Disclosure.

Disability Discrimination Act 1995

The ways in which a disabled person meets the criteria for a post must be assessed as they would be after any reasonable adjustments required had been made. If appropriate, disabled candidates should indicate on the application form if they have needs which should be considered at the short listing stage.

CV’s *may* be included as supplementary information, however short listing will solely be made against the completed application form only.

**Salary £31,500**