



# Behaviour Support Practitioner

## Job description and person specification

Accountable to: Regional Behaviour Support Manager

### Purpose of the role

To provide direct support to complement the operational team’s delivery of Positive Behaviour Support through practice leadership and the development of team skills and knowledge. Ensure support teams are focused on enhancing the quality of life of people we support by working alongside team colleagues in reducing or eliminating the use of restrictive practices.

### Core duties

- Provide and model good practice support in the delivery of behaviour support plans.
- Support the development of individual team members skills sets in the interpretation of Behaviour Support Plans and the review process.
- Contribute to the service set up of new support as prioritised within the region
- Contribute to Functional Behaviour Assessments and implement Behaviour Support Plans in collaboration with support teams, and families as appropriate.
- Monitor the agreed and implemented behaviour support plans, to check on consistency of approaches and coaching/advising teams when inconsistency is evident.
- Promote the least restrictive means of support, and the organisations commitment to ACTIVATE.

- Work collaboratively with individual teams to minimise the risk of a placement breakdown.
- Respond to crisis situations in which a person is posing a risk to self and/or others and there is a risk of placement breakdown/hospital admission.
- Provide planned and short notice support to teams as they work through crisis situations and at times of need for additional focused hands-on support.
- Be a mentor for new colleagues who join support teams.
- Keep full and accurate documentation and records related to your work.

### Please note:

This job description is not exhaustive and reflects the type and range of tasks, responsibilities and outcomes associated with the role.

In additional to the above you are expected to:

- Undertake other duties from time to time as required by your manager or Head of Department / Director.
- Maintain confidentiality in accordance with our data protection policy and procedure.
- Work on an agile basis between your home and the Company’s offices and/or any other locations as is reasonably required.

### Person specification

Please use this in conjunction with the advertised requirements. The final column indicates how we will tell if you have provided evidence of the required criteria. Criteria considered from the application form will be marked Shortlisting, those reviewed when we meet you will be marked Interview and those considered via assessment at interview will be marked Test.

Qualifications		
Hold a relevant PBS qualification	Desirable	Shortlisting

Experience		
Have significant experience in directly supporting people with learning disabilities and/or autism who have complex needs	Essential	Interview
Confident and knowledgeable in taking a lead role in supporting people and guiding others through difficult situations	Essential	Shortlisting/ Interview
Able to represent people we support, teams and the organisation well at professional meetings	Essential	Interview

Skills		
Ability to use previous support experience to work alongside others in modelling good practice and support	Essential	Shortlisting/ Interview
Demonstrate hands on support to a high standard when working directly with people we support	Essential	Shortlisting/ Interview
Demonstrate a high level of observational skills and evaluation of support outcomes and incidents	Essential	Shortlisting/ Interview
Write and maintain comprehensive records and other documentation for understanding support and its outcomes	Essential	Interview

Knowledge and understanding		
Strong understanding of the values and ethos of positive behaviour support, person centred approaches and thinking, and Active Support	Essential	Shortlisting/ Interview
Strong understanding of the needs of adults with learning disabilities and autism	Essential	Shortlisting/ Interview
Knowledge of assessment tools and positive support processes including how to implement a behaviour support plan	Essential	Interview

Attributes		
Ability to work in both flexible and adaptable ways to maintain consistent approach at all times	Essential	Interview
Ability to remain calm, focussed and supportive at all times but particularly during crisis	Essential	Interview
Demonstrate commitment to improving the lives of people we support and in achieving great outcomes	Essential	Shortlisting/ Interview
Ability to challenge in a constructive and professional way to improve practice and outcomes for the people we support	Essential	Shortlisting/ Interview