Job Definition

Job Title: PBS Practitioner

Reports to: PBS Manager

Job Purpose

As a PBS Practitioner, you will play a key role in ensuring the people we support receive high-quality support from their staff teams by embedding a positive behaviour support culture and approach. You will work flexibly, maintaining a strong presence in our locations and work alongside people we support and staff.

You will lead on the formulation, implementation and review of the Positive Behaviour Support Plans and strategies for each person we support in partnership with their Circle of Support. You will review data to analyse patterns and trends and develop person-centred strategies to support each person to achieve a great quality of life.

You will work closely with managers and support staff to develop their confidence, skills and resilience in supporting people with complex needs, through on-the-job coaching, reflective practice, post-incident support/ learning and training.

You will work together with the management team to review people's support and ensure all key stakeholders are involved and up to date with the support each person requires. This will be achieved by delivering a PBS service in accordance with legislation, regulatory standards and contractual requirements, ensuring the achievement of Affinity Trust's quality and performance objectives.

Key Responsibilities

People we Support

1. Deliver the highest quality and standard of positive behaviour support in collaboration with support staff to all the people we support.

2. To develop meaningful relationships with the people we support that are based on trust, reliability and professionalism, thus enabling effective support and interventions.

3. To lead on the development, amendments and data-led review of person-centred PBS plans for each person we support in partnership with the person and their circle of support.

4. Analyse data completed by support staff, supporting staff to ensure that information is relevant, factual and written to a professional standard.

5. To complete functional assessments to support the formulation of PBS plans in partnership with external stakeholders.

6. To produce quarterly reports to analyse the effectiveness of the PBS plans and risks by analysing a range of data.

7. To champion least restrictive and proactive strategies to reduce the need for use of Medication (STOMP) and physical interventions.

8. To lead and/or contribute to regular meetings with the management team/ other key staff members to review the following:
    a. Changes to PBS plan

b. Feedback – lessons learnt from analysis / debrief
c. Positive outcomes and quality of life for people we support
d. Communication/ liaison with families/ external professionals
e. Staff training requirements to support that person

9. To co-facilitate Person Centred Reviews as required with the Locality Manager and Clinical Psychologist where required.

10. To work with the person to increase their independence, increase their community involvement, develop a range of skills and enhance their overall quality of life.

11. To take an active role in the assessment of people referred to Affinity Trust in conjunction with the Locality Manager.

12. To work within the Mental Capacity Act and Deprivation of Liberty Safeguarding Code of Practice.

Staff Support and Development

13. To lead on the induction and training of new staff in relation to PBS plans, skills and knowledge.

14. To become a PROACT SCIPr UK Instructor and deliver training to the team in partnership with the management team. To provide practice/ scenario training in team meetings to ensure staff are confident and competent to implement PROACT SCIP/ PBS strategies. To also provide training across the Division as required.

15. To lead on the delivery of PBS training across your division.

16. To develop and deliver person-specific training to enhance the competence and understanding of the support team and to work with the Learning & Development team to source training needed to meet the person's needs.

17. Provide observations of practice, coaching and supportive feedback to ensure support staff and teams are competent and confident in following the PBS plans through self-reflective practice discussions.

18. To provide support for staff following incidents, through formal debrief, learning reviews and reflective practice to embed learning.

19. To attend team meetings and lead on PBS discussions, review of PBS plans and practising strategies and PROACT SCIP interventions.

20. Act as practice leader in your role as PBS practitioner, modelling best practice in everything that you do.

21. Work as part of a team of PBS practitioners, including providing cover for other members of the team as required.

22. Undertake research to ensure knowledge is up to date re. best practice / new interventions and contribute to papers and research as appropriate.

23. Actively participate in specialist PBS and other learning and development to ensure quality of service delivery and continuous professional development.

24. Actively engage in 1-1 supervision and Clinical Supervision.

Partnership working

25. Liaise with families, other support providers, care managers and health professionals to formulate assessments and update PBS plans.

26. Establish and maintain constructive relationships with care managers and other key stakeholders, ensuring the requirements of contracts are met in respect of Positive Behaviour Support.

27. To be responsive to requests for information from families and other professionals. To proactively communicate with the circle of support in the best interests of the people we support and in line with their views and capacity.