Most of the people we support are autistic or have a learning disability or a mental illness. Many have experienced trauma, and lots communicate distress in ways we don’t always immediately understand. To help us connect, we embrace the ethos of Positive Behaviour Support.

To help people live the life they want because others have heard and understood what they have to say, we are expanding the Specialist Support Team and are looking for an experienced Positive Behaviour Support Development Practitioner.

**We want to hear from you if you**.

* Align to our values; Brave; Caring and Compassionate; Honest; Positive; Professional and Responsive.
* Are determined to reduce the use of restrictive practices.
* Can review direct and indirect data to inform functional behaviour assessments.
* Don’t see barriers, just opportunities to explore creative thinking.

**Why work at Eden Futures?**

* Extensive paid for training and CPD opportunities
* Investors In People accredited
* Exciting growth plans for new services
* Flexible working options
* Westfield Health
* Access to wellbeing support
* Organisational support
* We hear your experience, knowledge, and ideas.

**What do others say?**

*I am proud to help those we support to be heard, and I receive the best support from a company that cares, which nurtures my growth as a person as well as professionally.*

*We’re a team of cohesive thinkers and collaborative contributors, but we encourage each other to share our own experiences. I feel supported in growing and learning within the role itself.*

*We’re sometimes like detectives. We unpick information to get to the truth, present evidence and turn on a light in people’s thinking. I love it!*

**Job Title: PBS Development Practitioner**

**Responsible to: Head of Specialist Strategies & Outcomes**

**Location: Home based**

**This is a group role therefore will require the successful candidate to be available to travel to all services & offices as and when required**

**Salary: £23,500**

**£3,600 car allowance**

**Terms & Conditions:**

 **Death in Service - Cover 2 x Salary**

 **Westfield - Level 2 at entry Level 3 after 5 years**

 **continuous service**

 **Long Term Sickness Insurance Cover (beyond 6 months)**

**Individual Group Pension Scheme**

**Annual Leave entitlement (minimum 20 days, maximum 25 days) plus bank holidays**

|  |
| --- |
| **Brave** |
| * Be willing to undertake further training or development which is deemed essential to fulfilling your role.
* Challenge thinking internally and externally where appropriate to enhance the quality of life for service users.
* Work collaboratively with internal and external professionals (e.g., Psychology, Psychiatry, ICB, IST/ICATT, CPN, S&LT, OT, RC, Social Worker, MAYBO Team, Mental Health Lead, Challenging Behaviour Foundation, National Autistic Society) to promote the rights of service users.
* Promote and input into the development of a reflective organisational culture that learns from experience and draws on this learning to improve outcomes for service users.
 |

|  |
| --- |
| **Caring & Compassionate**  |
| * Ensure and promote a continual focus on person centred outcomes across services
* Act as a guide and advisor to our teams.
* Recognise difficulties in others and work with them to identify solutions and develop appropriate strategies
* Support co-production by involving service users in their care and support
* Cultivate a shared understanding of the function of behaviour and develop strategies which help the person develop an alternative method of communicating to achieve the same purpose.
* Maintain a balance between caring and supporting.
* Continually promote the ethos of Positive Behaviour Support
 |

|  |
| --- |
| **Honest** |
| * Demonstrate the importance of personal integrity by having the courage to be open and honest about any mistakes made.
* Have excellent organisational skills to manage a caseload and plan intervention, coaching and liaison effectively given the often-unpredictable nature of demand.
* Monitor and evaluate the effectiveness of practice and interventions to promote and support services which are consistent and sustainable.
* Work in a way that reflects the values of the orgainsation
* Use initiative, do what is needed without being asked, and follow through taking ownership of own actions through self-reflection
 |

|  |
| --- |
| **Positive** |
| * In partnership with the leadership team and support workers, generate Positive Behaviour Support Plans for service users and ensure the ongoing review of the appropriateness to their needs.
* Demonstrate how interventions should reduce the risk of restrictive practice.
* Assist in the assessments and transition for any potential service users using appropriate Company documentation.
* Develop, with our operational colleagues, innovative and person-centred services based on the ethos of Positive Behaviour Support.
* Actively promote inclusive practice
* Demonstrate a ‘can do’ attitude
* Promote the National Strategy Group Challenging Behaviour Charter and Restraint Reduction Training Standards by demonstrating our commitment to endorsing the rights of individuals whose distress communication has been described as challenging and reducing the use of restrictive practice.
* Work alongside other organisational functions for the benefit of those in receipt of support.
 |

|  |
| --- |
| **Professional** |
| * Be aware of current policy agendas relating to person centred practice, values-based practice, and the need for services to continually focus on reducing restrictive interventions
* Ensure own practice falls in line with CQC regulatory requirements and professional ‘best practice’ guidelines.
* Where appropriate, attend group supervisions and ensure feedback from service users and staff is responded to appropriately.
* Maintain efficient and up to date relevant paper and electronic administrative systems
* Assist the leadership team to implement systems, processes and procedures ensuring the service meets external quality standards and regulations.
* Establish and maintain relationships with other agencies and the wider circle of support to promote joint working and provide a better-quality service to the service users.
* Promote a professional and positive image and build on the organisation’s reputation as a provider of choice to people whose distress communication presents risks.
 |

|  |
| --- |
| **Responsive** |
| * Take responsibility for the functional analysis of behaviours and the consequent development of positive behavior support plans, whilst working alongside teams to develop their skills in delivering pro-active, person-centered approaches to working together with the service user.
* Ensure outcome data relating to distress communication events is collected, analysed and reviewed in a timely manner
* Deliver CPD sessions to teams when required
* In a timely manner and where appropriate, ensure our operational colleagues receive adequate and appropriate support and debriefing to meet their needs in relation to experiencing distress communication from others
* Undertake responsibility for and provide effective job coaching to colleagues in relation to PBS support.
* Work flexibly on a 24 hour, 365 days a year basis to meet the needs of the service
* Establish and maintain positive working relationships with key stakeholders i.e. Adult Social Care & Health, Health, ICB’s etc.
* Ensure effective communication is established and maintained throughout services and with external agencies, service users and their circle of support.
* Highlight to the leadership team any shortfalls in L&D / recording systems in relation the pro-active, person-centred support
* Participate in on-going professional development/competence to enhance the organisation’s reputation
 |

**Key: A- Application Q - Qualifications I-Interview P-Presentation**

|  |  |  |  |
| --- | --- | --- | --- |
| **Attribute**  | **Essential** | **Desirable** | **Method of Assessment**  |
| **Qualifications and/or Knowledge** | Evidence of professional knowledge acquired through working in a Health or Social Care setting supporting people whose behaviour has been described as challenging. Working knowledge of PBS and the competency framework.Skills in the use of methods of behavioural assessment and interventionKnowledge of relevant legislation, guidelines, policies and government-led initiatives in relation to people with learning disabilities, autism and behaviors described as challenging. | Qualification in psychology or a related discipline PBS train the trainerKnowledge of National drivers in relation to the reduction in the use of physical interventionsKnowledge of relevant legislation, guidelines, policies and government-led initiatives in relation to people with a mental illness diagnosisEvidence of continuous professional development | A / Q / IA / IA / I / QI / PII |
| **Experience** | A proven track record of working successfully with people whose behaviour is described as challenging, delivering positive outcomes for service users.Experience of delivering learning and development sessions to staff teams. |  | A / IA / I |
| **Professional skills and attributes** | Ability to remain positive under challenging circumstances.The ability to motivate others.Good written skills with the ability to compose reports.High level oral communication skillsHigh professional standards.Be able to work under own initiative but take direction when required.Ability to recognise the impact own behaviours has on others.Evidenced based practitioner Driver  |  | I / PI AI IPI A / P |