

Job Description

Job Title	PBS Lead
Service	Central support: Specialist Support Team
Reports to	Practice and Service Development Manager
Salary	£28,000
Job purpose	<p>Bright Futures Care delivers great quality community-based care and education to a growing number of children and adults with autism, complex needs and learning disabilities in high quality locations. Our teams are trained to excellent standards which, when combined with our passion, pride and commitment to what we do, fosters an excellent and caring culture and makes us the leading provider in our chosen specialism.</p> <p>This post is to join the Specialist Support Team of a dynamic and growing organisation who are passionate about influencing best practice for the people we support.</p> <p>As a PBS practitioner you will lead on the implementation of the Bright Futures PBS strategy across the organisation, improving the understanding of the function of concerning behaviours, creating capable environments, plans, and skills of our staff teams. The impact of which will be improved wellbeing and quality of life for the people we support, whilst reducing behaviours of concern and the use of restrictive interventions and other restrictive practice.</p>
Duties and responsibilities	<ul style="list-style-type: none"> ➤ Ensure support teams (care and education) are focused on enhancing the quality of life of people we support and reducing the use of restrictive practices ➤ Provide support to teams in reviewing and developing PBS plans, support plans and risk assessments ➤ Monitor, analyse and produce effective action plans and solutions to evidence behaviour change ➤ Monitor the effectiveness of PBS plans ➤ Quality assure the implementation of PBS across residential and education settings ➤ Facilitate the embedding of PBS and Bright Futures' "Care offer" ➤ Respond to escalating behaviours of concern in our tiered approach ➤ Co-ordinate and facilitate the internal Team Teach Tutors to ensure consistent delivery of physical intervention training whilst embedding our PBS approach to supporting behaviours of concern ➤ Complete Functional Behaviour Assessments when required, feeding the findings into support plans and staff training and/or coaching

	<ul style="list-style-type: none"> ➤ Lead and motivate staff teams to work enthusiastically towards identifying and supporting the needs of people with autism and/or complex needs ➤ Staff training, coaching & development ➤ Work collaboratively with other internal and external professionals to give advice on trends and behaviours ➤ Support assessment and transition of people moving into Bright Futures Care homes ➤ Ensure relevant reports are completed in an accurate and timely manner ➤ Maintain up-to date training to enhance your own continuing professional development
<p>Skills and experience</p>	<ul style="list-style-type: none"> ➤ Completed formal Positive Behaviour Support training e.g. BILD CAPBS Coaches or PBS degree level. ➤ Knowledge and experience working with individuals with learning disabilities and/or autism, and associated complex needs ➤ Experience of working within a residential setting ➤ Up to date knowledge in Positive Behaviour Support ➤ Up to date practical skills implementing Positive Behaviour Support strategies ➤ Ability to work autonomously and manage a caseload ➤ Good IT skills ➤ Excellent communication and listening skills ➤ Ability to complete holistic assessments understanding the presenting difficulties and wider context ➤ Good time management and ability to prioritise ➤ Essential understanding of best practice in the learning disability sector ➤ Understanding of the MCA, Deprivation of Liberty and promoting less restrictive practice ➤ Demonstrating unwavering compassion and positive regard for people who have complex needs and their families
<p>Other requirements</p>	<ul style="list-style-type: none"> ➤ Car driver with access to own vehicle ➤ Required to travel between sites ➤ Willingness to work flexibly depending on the needs of the organisation