# Job description

# Job title: Specialist PBS Practitioner

# Salary: £30,000 per annum, dependant on experience

# Hours: 37.5 hours per week

# Reports to: Care and Support Manager/General Manager

# Location: Delrow Community, Aldenham, Watford

**About us:**

Camphill Village Trust is an award-winning national charity supporting people with learning and other disabilities. We provide housing, care, support and day opportunities to people with learning and other difficulties. We support people to be safe, healthy, happy and to be active citizens living a life of opportunity.

Our communities provide supported living, learning and working opportunities for adults with learning disabilities, autism, various complex needs and challenging behaviour. We also provide varied work opportunities including farms and gardens, bakery, café, shop and craft workshops. This enables the people we support to live lives which are socially connected and full of meaning and purpose.

**Purpose of the Role:**

Working as part of our management team in the Delrow Community, this role will involve taking the lead in developing bespoke packages of Positive Behavioural Support (PBS) to meet the individual needs of people with a range of learning disabilities, including autism.

It is also to train, advise and support our staff with the implementation of strategies, to ensure we are providing consistent positive behavioural support across the Community.

**Key responsibilities:**

1. Improve communication for people we support (Switches, PECS, Eye Gaze,

Makaton signing etc.). To also have knowledge of Dysphagia assessment and treatment.

1. Advising on best practice and providing practice leadership and coaching to

staff on Active Support and PBS to enhance the lives of the people we support.

1. Create and implement behaviour strategies, ensuring this is embedded in.

services.

1. Provide positive behaviour support training and physical interventions training.
2. Take a leading role in the assessment, transition, and implementation of plans for new people we support.
3. Implement recording systems which will enable the review of data and auditing of records creating better outcomes for the people we support.
4. Follow and shape policies, procedures, and practices. To make sure appropriate recording and reporting arrangements exist to support the delivery and evidencing of service delivery standards in accordance with CVT’s contractual and regulatory requirements.
5. Support the managers to ensure that appropriate processes are in place to support the involvement of people who uses services in both the delivery of service, including the staffing, and the service design.
6. Ensure that equalities, diversity, and human rights considerations are embedded into practice throughout the care and support service.
7. Supporting the managers in ensuring our staff are, inducted, trained, developed, and working collaboratively together to provide a life of opportunity for the people we support.
8. Experience of functional behaviour assessment, analysis, and implementation of associated strategies, to be able to write PBS plans and Behavioural reports.
9. Make provisions for continued own professional development, including updating of knowledge around national and local initiatives, developing and deepening understanding of Camphill's community ethos and principles and its underlying anthroposophical principles. And developing collaborative working skills to support working practices that place an emphasis on involving tenants and staff.

# Person specification

# Qualifications:

* Positive Behaviour Support Qualification **Essential**
* Learning disability nurse or Social worker qualification **Desirable**



* Assistant psychologist/psychologist **Desirable**
* A recognised training qualification D**esirable**

# Experience:

* Proven record of working with adults with learning disabilities and Autism Spectrum disorder. **Essential**
* Experience of supporting adults who may have behaviours of concern **Essential.**
* Using PBS and functional assessment to improve people’s lives **Essential.**
* Using communication aids to improve people’s lives **Essential.**
* Experience of CQC requirements. **Desirable**

# Knowledge:

* Social care sector (adult care services for people with learning disabilities, mental health conditions and ideally supporting people): including the legal context, regulator's and commissioner's expectations, funding streams. **Essential**
* Quality assurance processes and evidencing outcomes/standards. **Essential**
* Safeguarding Procedures and Policy **Essential**
* Equalities and involvement. **Essential**

# Attributes:

* Good oral and written communication skills with excellent interpersonal skills for communicating externally and internally with staff and people using services.
* Committed and enthusiastic about achieving the best possible outcomes for people using services.
* Self-directing, with excellent organisational skills, able to identify and see tasks through to completion, reliable and responsive. Able to plan and review care and support and undertake risk assessments for people who use services and develop care and support services. working collaboratively with staff and involving people who use services.
* Able to manage and develop others, willing to challenge poor practice and promote development of best practice.
* Able to contribute effectively and willing to work flexibly and creatively to support the work of the management team.
* To maintain professionalism in challenging situations or in the face of challenging behaviours (physically or verbally)

# Other:

* Supportive of underlying Camphill ethos/principles.
* Satisfactory enhanced disclosure. **Essential**
* Available for some evening and weekend working. **Essential**
* Full UK driving license. **Essential**
* PC literate. **Essential**
* Willing to participate in an on-rota . **Essential**

**Essential Key Employment Terms:**

* The salary will be **£30,000** subject to qualifications and experience and may at times include on-call duties.
* 37.5 hours pw to be worked flexibly as per the needs of the community.
* Any overtime worked will be earned as TOIL.
* The appointment is subject to a six-month review period, which may be subject to extension. To successfully complete your review period you will be expected, amongst other aspects of your job, to be able to evidence you are able to apply your learning, training and skills to support people in a way that embodies the 10 facilitations skills that support great interactions with people we support, through person cantered thinking and planning, using people's preferred method of communication and are focused on providing outcomes for people we support that promotes increased choice and control.
* Evening and weekend work may be required.
* Holiday entitlement is 6.6 weeks (including public holidays).
* Sick pay entitlement is 4 weeks after one month, increasing to 8 weeks after 3 years, 12 weeks after 5 years.
* Satisfactory completion of all checks required including enhance disclosure.
* Notice period - eight weeks.