
Policy No: Per 1.1.1**Positive Behaviour Support Senior: Job Description**

Job Title: Positive Behaviour Support Senior

Service: Central Services

Responsible to: Consultant Clinical Psychologist / Applied Psychology Lead

Brief description of core values:

As a Positive Behaviour Support (PBS) Senior you will take a compassionate approach to working with people, committed to understanding people's needs and using evidence-based practice to help people to flourish.

Brief description of key responsibilities:

Working within the PBS framework, you will work as part of a multi-disciplinary team to understand people's needs holistically. You may work in a range of settings which include residential, educational and vocational. You will work alongside colleagues to ensure that services have the knowledge and skills to deliver high quality support environments. Working together with the people we support, their support staff, families and other key people you will help people to identify and achieve their goals. You will work autonomously to carry out specialist assessment and intervention, coaching and motivating others to bring about meaningful change. As a PBS Senior you will have the opportunity to support with service wide PBS initiatives and will supervise the work of others implementing interventions.

Key Result areas:Clinical

1. To conduct descriptive functional behavioural assessment and communicate this to others in an accessible format.
2. To develop and implement multi-component holistic behavioural interventions.
3. To communicate effectively with other professionals in the multi-disciplinary team and attend multi-disciplinary meetings and reviews.
4. To produce professional reports.
5. To be involved, as appropriate, in pre-admission assessments and transition planning.
6. To provide specialist advice, direct coaching and consultation to support staff, families and professionals.

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7. To manage highly complex information and sensitive situations related to behaviours of concern.
8. To communicate information to others in a skilled and sensitive manner.
9. To monitor progress through the use of data collection.

Training and supervision

10. To take part in regular professional supervision and appraisal.
11. To maintain an active engagement with current developments in the field of Positive Behaviour Support.
12. To maintain an active engagement with current relevant legislation, guidance and initiatives in relation to people with intellectual disabilities, those who are autistic and people who may at times present with behaviours of concern.
13. To maintain an active engagement with knowledge of restrictive practice reduction.
14. To continue to develop skills and knowledge through further training.
15. To provide clinical supervision for staff implementing PBS interventions or completing PBS training.
16. To provide line management supervision for Assistant Applied Psychologists.

Research and service evaluation

17. To implement evidence-based practice in individual work with the people we support.
18. To undertake research activities.
19. To contribute to service/organisation wide initiatives and evaluation.

Information technology

20. To use information technology systems to facilitate communication with multiple key people.
21. To conduct data entry and analysis using Excel.
22. To use Word for the recording of all information related to assessment and intervention, including clinical case notes and report writing.
23. To use Powerpoint for the development and delivery of training activities.

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24. To maintain professional registration with the appropriate governing body, if appropriate.

To be noted:

- **This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.**
- **This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.**
- **The post holder is expected to comply with all relevant Hesley Group policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.**

Health & Safety

In carrying out the tasks in this job description you have a duty (under Health & Safety legislation) to take reasonable care for the health and safety of yourself and that of others. This implies taking positive steps to understand the hazards in the workplace, to evaluate and take action to reduce the risks. It is expected that you comply with safety rules and procedures and to ensure that nothing you do, or fail to do, puts yourself or others at risk.

Contribution of this role

The way in which this role is carried out will have a direct and highly significant effect on the quality of the service and Hesley Group as a whole, and bear directly on how well-equipped staff feel to carry out the jobs they are employed to do.

You will, therefore, be making a very important contribution to other employees, to matters affecting people who use our services and their experience of school, and to the reputation and achievements of the service and Hesley Group as a whole.

This organisation is committed to the protection and safeguarding of children and adults at risk, and promoting their welfare. Hesley Group, therefore, expects all staff and volunteers to share this commitment.

This post is subject to an enhanced level DBS Disclosure and Barring Check, including a check against the "Barred List" in respect of the Adults/Children's Workforce.

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Prepared by the Recruitment Department: Date: 22 May 2023

Jobholder: Signed: Date:

Manager: Signed: Date: