St Elizabeth’s Centre

Job Description

**Job Title:** Positive Behaviour Support Practitioner.

**Location:** St Elizabeth’s Centre

**Responsible to:** Specialist Lead Nurse

**Accountable to:** Clinical Services Manager

**Key working relationships :** Nursing Team

Residential and Educational Staff

Therapy Team

**Hours:** 37.5 hours per week, working hours will be flexible to meet the needs of the service.

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| **OUTLINE OF ROLE** |  |
| 1. To provide behaviour support following the therapeutic model of positive behaviour support for Learners and residents at St Elizabeth’s central as an autonomous practitioner, maintaining a high standard of practice.
2. To provide training and development of all staff regarding positive behaviour management.
3. To be a role model and therapeutic lead for the assessment and support of learners and residents
4. To provide or oversee the written contributions for annual reports ( behaviour support plans, risk assessments and incident analysis) for identified learners and residents and attend consultations with parents and other professionals.
5. To support staff and parents in their interactions with Learners and residents , attending and chairing multi disciplinary meetings, attending education and care review meetings, conducting debriefs and reflective practice sessions, 1:1 specialist supervision as required.
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| **Clinical**1. To be responsible for safeguarding and high quality of provision to all Learners and residents..
2. To strive to improve and develop behaviour support services and to create an environment in which excellence in care support and independence flourishes.
3. To accept responsibility for the day-to-day management of high profile cases and to oversee the case management of identified Learners and residents.
4. To ensure effective management of caseload and to maintain high standards of practice, making referrals to other professionals and agencies as deemed necessary.
5. To liaise with all staff in the medical, academic and residential departments to ensure that the 24 hour multidisciplinary service is delivered effectively.
6. To work closely with the MDT to provide an holistic service to all learners and residents.
7. To be professionally responsible and accountable for all aspects of your work including assessment, intervention, evaluation of outcomes, equipment use, resources and documentation.
8. To be responsible for assessment, formulating and overseeing individual behaviour support plans risk assessments, incident analysis, reviewing and evaluating effectiveness for identified Learners and residents.
9. To ensure that full and accurate documentation is kept regarding Learners and residents in line with legal, local, national and professional guidelines. To ensure that accurate information is recorded in the appropriate format.
10. To audit and evaluate behaviour support services, leading to identifying appropriate service development, improvement and maintenance of standards of care to effectively manage change.
11. To ensure protocols/ guidelines are implemented, founded on evidence-based practice and in accordance with professional, local and national guidelines.
12. To ensure mental capacity assessments are conducted in line with legislation.
13. To ensure effective communication (verbal and written) is maintained with the individual and those within the support network.
14. To ensure appropriate use of risk assessment and to take appropriate action when risk is identified. To monitor the safety and safe use of all equipment used during group therapeutic sessions.

16. To provide a high standard of expertise within a therapeutic approach, de-escalation, reflection and incident management and to disseminate and share these skills with other staff. 17. 18. To lead on planning and implementation of reducing restrictive behaviour management approaches.19. To identify and order (within defined budgetary limits), required resources for group sessions and training events.20. To work collaboratively with the management team to assist staff teams who are supporting people with risk behaviours.**Research and Service Evaluation*** To utilise theory, evidence based literature and research to support evidence based practice in individual work and work with other team members.

**Teaching and Training*** To continue to develop skills and knowledge and to be responsible for own Continuous Professional Development. Identifying learning needs within own CPD and appraisal meetings
* To show a high level of theoretical knowledge, underpinning practice and to support the ongoing professional development of behaviour support staff. e.g. through teaching, supervision, in-service-training, peer review etc

**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** **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. |

The duties and responsibilities defined in this job description may change in time with the agreement of the post holder and the line manager.