



Job Description & Person Specification

- Positive Behaviour Support Coach Practitioner –

Post:	Positive Behaviour Support Coach Practitioner
Service:	Support Services and Learning and Development
Base:	Agile working across Edinburgh, Lothians and Falkirk and any other location The Action Group may operate in the future.
Line Managed by:	Head of Services
Salary Range:	£31,683 - £33,147 (scale 34-36) per annum
Hours:	39 per week

THIS POST REQUIRES AN ENHANCED DISCLOSURE

Main Purpose:

Are you an experienced Health & Social Care professional with experience of working with people to develop Positive Behaviour Support (PBS) training based on individual PBS plans and support their implementation? You could be just who we're looking for to join our team as a Positive Behaviour Support Coach.

This is an exciting role within our organisation which is focussed on developing and improving practice within support service teams to ensure that the people we support receive a high-quality, person-centred service. This post will part of an agile approach to work which means

varied and flexible working depending on the task at hand. There will be a requirement to travel across Edinburgh, the Lothians and Falkirk with some work being carried out in our head office in Granton. The role will be mainly office hours with requirements to work flexibly to meet the needs of the service.

1. The Role

You'll work alongside our support service, learning and development and quality teams, playing a pivotal role in promoting and implementing person-centred strategies to enhance the quality of life for the individuals we support. You will project manage a case load and work in partnership with support service colleagues to ensure that individuals live active and fulfilling lives. Responsibilities of the PBS Coach will include carrying out assessments, detailing actions plans for improvements, developing person centred strategies and coaching alongside our support workers in implementation of action plans and strategies. In addition to this, the post holder will deliver organisational behaviour support training and ensure compliance with Restraint Reduction Network Training Standards. They will also play a key role in implementing organisational quality improvement strategies as they occur.

What we'll need you to bring:

- Values that are aligned with The Action Group that people with Learning Disabilities and other support needs experience no barriers to their chosen life.
- Demonstratable experience of providing high quality, person centred support to individuals who can display distress through their behaviour.
- Expertise and understanding of Positive Behaviour Support.
- Experience of collecting, analysing and interpreting data in connection with support strategies.
- The ability to carry out assessments by gathering information to identify patterns surrounding distressed behaviour.
- The ability to develop strategies and improvements based on this information.
- A minimum of 2 years of direct support experience with people with learning disabilities and other support needs.
- A detailed understanding of trauma informed practice and support.
- The ability to problem solve in complex environments.

It would be great if you also had:

- Diploma Practice Leadership in PBS or equivalent BTEC Level 5, or another relevant qualification connected to Positive Behaviour Support.
- A full UK driving license and access to your own vehicle.

2. Key Tasks

- To conduct assessments, including functional assessments, and provide interpretations of the results.
- To formulate and implement behavioural interventions. To effectively develop and implement appropriate intervention methods.
- To support teams in the implementation of the PBS plans, including in the person's home.
- To work with individuals, family and significant others in the development and implementation of PBS plans
- To develop and maintain working relationships with external services, such as Social Work and Health and to seek help and information when appropriate
- To attend multi-disciplinary meetings to support and develop the service for people being supported through PBS.
- To be involved, as appropriate, in the development of new services in the Action Group, should PBS be a required component.
- To provide and develop training packages to teams to support PBS implementation and maintenance.
- To support managers and workers in dealing with trauma or stress relating to incidents of behaviour of concern and to be able to re-prioritise so you can work within teams to provide support.
- To communicate in a skilled and sensitive manner; to be able to negotiate and generate understanding in complex and emotional discussions.
- To maintain your own development and knowledge in the field of Positive Behaviour Support and related disciplines, including law.
- To actively engage with training and professional supervision
- To lead in the development and maintenance of organisational policy and documentation relating to PBS activities.
- To be skilled in using common IT software packages.
- To be able to present data and arguments in a clear and concise manner; verbally and visually.
- To have a clear understanding of the Restraint Reduction network guidance and how it applies.

- To actively work with teams and managers to reduce and eliminate instances of restrictive practice within the organisation

Other duties

Confidentiality

- High standards of confidentiality are required in relation to the roles, tasks and responsibilities described above.

Support & Reassurance Received

- The post holder will regularly meet their line manager for support & reassurance meetings as outlined in the Action Group's support & reassurance policy.

Amendments

- This job description is not intended to be exhaustive and the post holder may be required to perform other duties on occasion.
- This job description may be amended following discussions with the post holder and with approval from the Head of HR.

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Criteria	Essential	Desirable
Motivation and outlook	<ul style="list-style-type: none"> • Acceptance and support of The Action Group’s values. • Shows enthusiasm and commitment for promoting quality and efficiency across the organisation. • Demonstrates a proactive approach to job responsibilities 	
Qualifications	<ul style="list-style-type: none"> • To hold, or be able to complete a relevant qualification in functional assessment and PBS • To hold or be able to complete the certificate in training practice or another selected course. • Ability to complete Behavioural Support Strategies instructor training 	<ul style="list-style-type: none"> ○ Qualification in Positive Behaviour Support or other relevant qualification ○ To have previous training in Functional assessment ○ A qualification in coaching for behaviour change
Skills	<ul style="list-style-type: none"> • Ability to understand the related needs of carers and paid staff • Ability to train others in own area of work • Ability to develop and maintain positive working relationships • Ability to work well under pressure 	

	<ul style="list-style-type: none"> • Excellent written and oral skills including report writing • Very good presentation skills • Excellent perspective taking skills • Exemplary mediation skills • Case/project management skills 	
Experience & Knowledge	<ul style="list-style-type: none"> • 2 years' experience working in direct support services • Experience of developing and implementing PBS support plans • Experience of working across multidisciplinary groups • Motivating people to achieve shared goals • Knowledge and experience of autism best practice 	<ul style="list-style-type: none"> ○ Experience in a social care quality assurance/training role. ○ Experience of people management ○ Experience of facilitating debrief meetings following potentially traumatic events.
Personal Qualities	<ul style="list-style-type: none"> • The ability to develop rapport quickly and to lead small teams to implement and maintain a PBS intervention or plan 	