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Job Description

Job title	Behaviour Analyst/Positive Behaviour Support Practitioner
Location	St Elizabeth's Centre, SG10 6EW
Responsible to	Head of Therapy & PBS

St Elizabeth's

Based across 60 acres of beautiful countryside in Much Hadham, Hertfordshire, St Elizabeth's is a charity supporting children, young people and adult day clients with epilepsy and other complex medical conditions, the severity of which impacts upon their health, social, behaviour, learning and emotional development.

Scope of the role

Following the therapeutic model of positive behaviour support, you will be responsible for managing a caseload of complex clients, delivering bespoke assessments, interventions and support plans to meet the individual needs of learners and residents at St Elizabeth's.

Main duties and responsibilities

The post holder will:

Strive to improve and develop behaviour support services and to create an environment in which excellence in care support and independence flourishes.

Be responsible for assessment, formulating and overseeing individual behaviour support plans, risk assessments, incident analysis, reviewing and evaluating effectiveness for identified learners and residents and attend consultations with parents and other professionals.

Work collaboratively with the management team, staff and parents in their interactions with learners and residents with risk behaviours, to include; attending and chairing multi-disciplinary meetings, attending education and care review meetings, conducting debriefs and reflective practice sessions, 1:1 specialist supervision as required.

Ensure caseloads are managed effectively to maintain high standards of practice, making referrals to other professionals and agencies as deemed necessary. Ensuring accurate records and documentation is maintained and in the correct format in line with legal and professional guidelines.

Work closely with the MDT to provide a holistic service to all learners and residents. Ensuring effective communication is maintained with the individual and those within the support network.

Be professionally responsible and accountable for all aspects of your work including assessment, intervention, evaluation of outcomes, equipment use, resources and documentation.

To audit and evaluate behaviour support services, leading to identifying appropriate service development, improvement and maintenance of standards of care to effectively manage change.

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.

Take the lead on planning and implementation of reducing restrictive behaviour management approaches.

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 contribute positively to the effectiveness and efficiency of the teams in which they work.

To be responsible for safeguarding and high quality of provision to all learners and residents.

Ensure protocols and guidelines are implemented, founded on evidence-based practice and in accordance with professional, local and national guidelines.

To achieve and demonstrate agreed standards of personal and professional development within agreed time scales.

Undertake any other duties which may reasonably be required of you.

Other

St Elizabeth's is committed to safeguarding and promoting the welfare of children, vulnerable adults and young people. The successful applicant(s) will be required to undertake an enhanced disclosure through the Disclosure and Barring Service. St Elizabeth's is proud to be recognised as an Investor in People and to hold Disability Confident status. We are an equal opportunities employer welcoming applications from across the community.

Some of our positions involve regulated activity relevant to vulnerable children, adults and young people. It is a criminal offence for people who are barred from working in regulated activity to apply for roles that require them to work unsupervised with that particular group. Our vacancies are exempt from the Rehabilitation of Offenders Act 1974.

The duties and responsibilities outlined above do not represent a full list of the tasks the post-holder will be expected to perform. Also it is recognised that the duties of all posts are subject to change from time to time.

Minor alterations to duties, and performance of similar tasks within the scope of, and at the same level as normal work, will be necessary.

The post holder will take responsibility for safeguarding and promoting the welfare of children, vulnerable adults and young people within the scope of the role.



Person Specification

Behaviour Analyst/PBS Practitioner

Essential

Desirable

Qualifications and Education

Bachelor's Degree in relevant field; Psychology, Mental Health, Intellectual Disability, Positive Behaviour Support, Applied Behaviour Analysis (ABA).

✓

Or equivalent professional qualification such as: Teaching, Nursing or Social Work with specialism in relevant field (as above).

✓

Masters Degree or Post Graduate qualification/specialisation in relevant field (as over)

✓

Specific qualification or training in; Positive Behaviour Support and/or Applied Behaviour Analysis.

✓
(essential for Behaviour Analyst)

✓

BACB® or UKBA(cert)

Knowledge, Experience & Understanding

Good understanding of children and their development

✓

Good understanding of ASD, language and communication

✓

Good knowledge of policies and procedures relevant to children with complex needs

✓

Knowledge of Child Protection / Safeguarding guidance and procedures

✓

Best practice in positive behaviour support, de-escalation, crisis management and physical interventions

✓

Previous relevant experience of working with young people with varying degrees of learning disabilities and who have complex diagnosis.

✓

Experience of working successfully with young people who present behaviour that challenges

✓

Experienced at running and leading group sessions

✓

Influencing and motivating colleagues in working with young people who present behaviour that challenges

✓

Use of positive behaviour support and communication techniques; ABA, function analysis, PEC's, ABC's	✓	
Experienced in managing children and young people during crisis intervention including the use when necessary of physical intervention techniques	✓	
Experience of working in a variety of special needs settings such as; residential, academic, play schemes and respite		✓
Experience in training staff teams		✓
Experience of working with professionals from multi-disciplinary teams and inter agency working		✓
Experience/training in Behaviour Support Techniques or Physical intervention e.g. TEAM TEACH, SCIP, etc.		✓
Epilepsy and other neurological conditions		✓
Anger management strategies		✓
Building self-esteem and confidence		✓
Medication administration and knowledge of anti-psychotic, psycho-stimulant, anti-convulsing medication		✓
Skills & Abilities		
Excellent written and verbal communication skills	✓	
Good planning and organisational skills with an ability to prioritise own work and work through complex issues	✓	
Effective and accurate record keeping	✓	
Ability to use initiative and work across teams	✓	
IT skills – use of Microsoft Word, Outlook and Excel at an intermediate level.	✓	
Positive, motivational and approachable demeanour	✓	
Special Circumstances		
Commitment to the work of St Elizabeth's	✓	
Commitment to equality, promoting respect and dignity for all	✓	
Commitment to undertake further training and development relevant to the post	✓	
Suitability to work with children, young people & vulnerable adults	✓	

Reasonable adjustments will be considered under the Equality Act 2010.