

# Kent County Council

## Job Description: Positive Behaviour Support *Practitioner*

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<b>Directorate:</b>	<b>Children, Young People and Education</b>
<b>Unit:</b>	<b>In-House Services</b>
<b>Grade:</b>	<b>KSE</b>
<b>Responsible to:</b>	<b>Provision Manager</b>

### **Purpose of the Job:**

Undertake time-limited, outcomes-focused work with disabled children or young people aged 0-18 and their families to support them to continue to care for their disabled child or young person within the family. Promote change in families and support young people as they prepare to become adults working under the direction of the Provision Managers and in conjunction with the Social Work Teams.

Undertake interventions based on the principles of Positive Behaviour Support to enhance quality of life and make progress towards co-produced targets.

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### **Main duties and responsibilities:**

- Conduct assessments and observations across various environments, analyse data, and develop Positive Behaviour Support Plans. Deliver PBS interventions at home, in the community, and other support settings.
- Ensure that the voice of the child, young person remains at the heart of decision making.
- Inspire and support teams to reduce restrictive practices through the development of proactive strategies and positive quality of life outcomes.
- Develop effective working relationships with colleagues, families and external professionals in order to work in partnership to achieve the best possible outcomes for children, young people.
- Deliver intensive PBS support to individual children and young people to support a reduction in behaviours of concern, increase life skills and independence, increase community engagement and improve quality of life
- Work with children, young people, their families or carers in their own homes and in other venues in the community to facilitate change. Using recognised evidence-based tools the practitioner will undertake assessment and assist families to implement plans

that have been coproduced to reduce behaviours of concern and increase quality of life.

- Embed the Positive Behavioural Support model throughout the service, implementing and reviewing PBS plans and risk management. Ensuring Positive Behavioural Support plans are completed, and positive outcomes are being met.
- Work on complex cases jointly with referring teams, undertaking specific pieces of work as required, including Child Protection and Safeguarding.
- Maintain and keep accurate electronic records using the Social Care electronic system. Write and verbally present reports for formal meetings including reviews, case conferences and court proceedings.
- Involvement in the delivery of PBS workshops to families and wider professionals.
- Undertake relevant training to fulfil the responsibilities of the role.
- The ability to work flexibly within a specific geographical area. Working patterns that will include evenings, weekends as required.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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### Person Specification: Positive Behaviour Support *Practitioner*

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The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"><li>• Level 3 Diploma in Health and Social Care or equivalent</li><li>• Positive Behaviour Support Certificate, Level 4 BTEC, PBS Diploma, equivalent or prepared to work towards.</li><li>• GCSE at A*-C or equivalent in Maths and English</li><li>• A Full UK driving licence</li></ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"><li>• Experience of working with Children and Young People with Intellectual and developmental disability, physical disability and ASC.</li><li>• Experience of undertaking direct work with children or young people in either a voluntary or statutory setting or working with families</li><li>• Experience of working with adults, children or young people who display behaviours of concern.</li><li>• Experience of working within a multi-agency environment/partnership</li></ul>
<b>SKILLS AND ABILITIES</b>	<ul style="list-style-type: none"><li>• Good communication skills, both oral and written, and interpersonal skills in order to communicate effectively with service users and their families, colleagues and external agencies, and during the provision of workshops/ training</li><li>• Ability to prioritise workload and to work effectively on own initiative as well as part of the team.</li><li>• A history in conducting assessment and developing, implementing, and evaluating interventions for individuals presenting with behaviours that challenge</li><li>• Ability to demonstrate a sensitive, tactful and empathetic response to families' children and adolescents.</li><li>• Ability and commitment to support the Directorate's Equality and Diversity Policy Statement, which is an integral part of the Directorate's service delivery and relationship with the service user to respect people as individuals regardless of age, ethnic origin, cultural values, disability, gender, sexual orientation or religion</li><li>• Ability to work proactively in environments that may be in crisis and draw up strategies in order for families to develop ownership over a situation e.g. Establish why, when and how behaviours</li></ul>

	will occur and then support families in a way that minimises these 'triggers'. Therefore, having the ability to think and respond creatively, positively and with flexibility.
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• Good knowledge of key legislation underpinning the provision of social care services for both children and adults.</li> <li>• Good demonstratable knowledge of Positive Behaviour Support and related assessments and frameworks that support families and young people.</li> <li>• Knowledge of the resources available in the local community and an awareness of new services and initiatives.</li> <li>• Sound awareness of social issues and knowledge and experience of the challenges relating to particular individuals</li> <li>• A good knowledge of the needs of children and young people with a learning disability, sensory needs and/ or Autism</li> <li>• An awareness of and work within national legislation and Corporate and Directorate policies and procedures</li> <li>• Good knowledge of mental health, substance misuse, domestic abuse and poverty and how this impacts on families</li> <li>• Knowledge of Child development</li> </ul>
<b>BEHAVIOURS AND KENT VALUES</b>	<p><b>Kent Values:</b></p> <ul style="list-style-type: none"> <li>• We are brave. We do the right thing, we accept and offer challenge</li> <li>• We are curious to innovate and improve</li> <li>• We are compassionate, understanding and respectful to all</li> <li>• We are strong together by sharing knowledge</li> <li>• We are all responsible for the difference we make</li> </ul>