

JOB DESCRIPTION

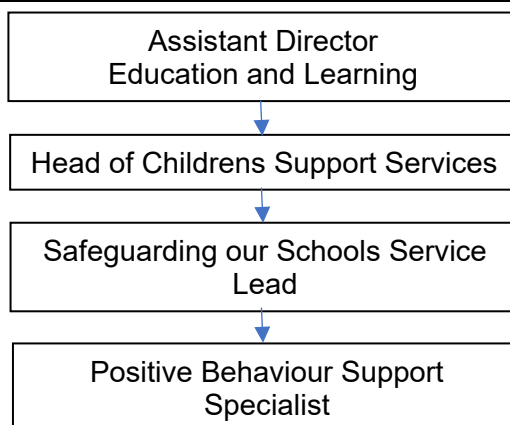


Job Title	Positive Behaviour Support Specialist		
Salary	£20,251.61 - £23,255.99 pro rata for part time (25 hours per week) and term time only plus one extra week		
Directorate:	People Directorate	Section/Location:	Education & Learning
Grade/Salary Range	BG-F SCP 31 - 36	Work style:	Free

Key Objectives of the role

- To provide a range of assessments and interventions in line with the Positive Behavioural Support approach. When indicated to undertake functional assessment of behaviours that challenge for children and young people in Bracknell Forest.
- To work alongside children, young people, families, school staff and professionals to enable others to better understand and respond to behaviours that are challenging in line with PBS principles, reducing the need for restrictive interventions and school exclusions.
- Acting autonomously the postholder will manage a defined caseload of complex cases independently, evidencing problem solving and clinical reasoning skills in line with evidence based and child-centred principles.
- To provide strategic leadership into the development of the team's Challenging Behaviour Pathway and undertake an influential role in shaping the team's approach to working with behaviours that challenge.

Designation of post and position within departmental structure



Daily and monthly responsibilities

- Play a key role in the assessment of children and young people who present with behaviours that challenge, undertaking both initial assessments and more detailed functional assessments.
- To produce detailed reports of the results of assessments and evaluation in collaboration with other team members.
- To provide a range of behavioural intervention strategies based on the functional assessment of a child's behaviours which are suitable for children users living with

their families and attending mainstream education settings, this will include the development of Positive Behaviour Support Plans.

- To develop training courses for schools that demonstrate best practice in PBS interventions and meet the needs of professionals.
- To advise a range of senior level Panels including the SIF Panel, TAC and other multi – professional meetings held in education settings on behalf of the LA.
- To have a “hands on” approach with regards to supporting school staff and children and young people and work as a positive role model at all times.
- Undertake a significant complex clinical caseload working under supervision in collaboration with other agencies and as well as education, health and social care professionals.
- To undertake risk assessments and develop risk management plans either independently or as part of a multi-disciplinary team.
- To work with other members of the team on developing the knowledge and skill base around Positive Behaviour Support in the borough – This may include working alongside staff that provide direct support to children to enable them to develop their skills to work effectively with individuals with behaviours that challenge.
- To work proactively with schools to offer a bespoke service that is tailored to meet their needs and offers quality intervention and support that is value for money.
- Work autonomously in a variety of contexts, including work in the community which may at times involve working with children with complex needs in their schools or own home. This includes face to face sessions with individual children, young people, families and school staff.
- To be aware of Child Safeguarding Procedures and ensure that any concerns regarding possible abuse are immediately reported to your line manager. Contribute to safeguarding investigations and protection planning as needed under the direction of the Team Manager.

Scope of role

Respond to and support the Local Authority schools and schools which purchase a service level agreement.

All employees working with children, young people and vulnerable adults have a responsibility for safeguarding and promoting their welfare.

Commitment to the Council’s Equal Opportunities policy at all times

Commitment to working within the bounds of the Data Protection Act and GDPR legislation at all times

Such other duties as may from time to time be necessary, compatible with the nature of the post. It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only.

PERSON SPECIFICATION

KEY CRITERIA	ESSENTIAL	DESIRABLE
Skills and qualification	<ul style="list-style-type: none"> • Educated to degree or equivalent level in relevant subject and evidence of continual professional development • Accredited Post Graduate Qualification in Behaviour Analysis or equivalent 	<ul style="list-style-type: none"> • Training Qualification • Supervision qualification
Competence Summary (Knowledge, abilities, skills, experience)	<ul style="list-style-type: none"> • In depth knowledge and understanding of the Positive Behaviour Support Approach • Knowledge and application of evidence-based interventions to reduce a range of behaviours that challenge. • Experience in the development and delivery of evidence-based education programmes designed for staff and families who support children and young people with learning disabilities, ASD and behaviour support needs • Experience in conducting functional behaviour assessments, using a range of methods • Developing individualised intervention plans that include therapeutic social emotional learning goals. • Understanding of potential antecedents to behaviours that interfere with learning and reduce access to effective education. • Promoting, leading and delivering strategies to secure value for money, practice improvement and the development of quality child focused interventions • Experience of undertaking research /audit/evaluation • Up to date with latest research findings 	.
Work-related Personal Requirements	<ul style="list-style-type: none"> • Highly experienced senior practitioner with a vast range of experience of working with children and young people with and without learning disabilities who display behaviours that challenge • Significant experience in supporting children and young people with social, emotional and mental health needs • Breadth of experience of working within school settings with an understand of the education system 	

Work-related Personal Requirements	<ul style="list-style-type: none"> • Confident in data analysis, data led decision making, supporting others to implement efficient data collection systems 	
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	<ul style="list-style-type: none"> • Experience in developing and supporting others in creative and solution-focused approaches to remove barriers to accessing education • Experience of assessing situations and recording to appropriate professional standards • Experience in developing and delivering training • Experience working collaboratively within a multi-disciplinary team • Experience of working positively within a team, embracing team relationships and adopting internal processes • Excellent communication skills able to meet the requirements and demands of different stakeholders – written, presentational, negotiation and conversational skills. • Demonstrable evidence of commitment to roles undertaken and ownership of the outcomes achieved. • Ability to interpret, model and articulate a strong strategic vision for service quality and continuous improvement. • Ability to challenge and negotiate with schools over their requirements. • Self-motivator who is able to demonstrate high levels of self-discipline and initiative • High standards of professional integrity, whilst being resilient, determined and confident. • Ambitious and driven. • Visible, approachable and accessible. 	
Other Work Requirements	<ul style="list-style-type: none"> • Valid UK driving license • A satisfactory enhanced DBS disclosure on appointment to post 	

KEY CRITERIA	ESSENTIAL	DESIRABLE
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Role models and demonstrates the Council's values and behaviours



All staff should hold a duty and commitment to observing the Council's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and Council policies/procedures.