



Parkwood Hall
CO-OPERATIVE ACADEMY

Assistant Positive Behaviour Support (PBS) Practitioner

School Name:	Parkwood Hall Co-operative Academy
Job Title:	Assistant Positive Behaviour Support (PBS) Practitioner
Reports To:	Lead positive Behaviour Support (PBS) Practitioner
Salary:	NJC scale 5 to 6 (points 12 to 22 Term Time -39 weeks) £23,835.95 to £28,181.9 including fringe allowance of £689.

Parkwood Hall is a residential and day school for pupils aged 8-19 years with moderate to severe learning difficulties and other complex needs including autism and language difficulties. We are passionate about creating a culture of wellbeing where all staff and pupils are valued and supported so that we can all 'grow, learn and flourish.'

Parkwood Hall aims to provide an outstanding and supportive learning environment which challenges students to achieve success. The core learning values, which are at the centre of the curriculum, focus upon developing the student's resilience and ability to make informed life choices.

As we enter an exciting time of growth and development, we are looking for an Assistant Positive Behaviour Support (PBS) Practitioner who is passionate about supporting positively and changing people's lives for the better.

The Role:

Working within our Trans-Disciplinary Team (TDT) the Assistant PBS Practitioner will support the Lead PBS Practitioner in delivering high quality PBS across Parkwood Hall Cooperative Academy (PHCA) and the residential services. This is an exciting opportunity for individuals who have just completed their MSc in PBS or ABA and want to develop their practical knowledge and skills whilst working in a fast-paced dynamic working environment under the supervision of an experienced Lead PBS Practitioner.

The post holder will be responsible for:

- Managing a caseload of individuals as well as supporting with referrals to the PBS team.
- Supporting the Lead PBS Practitioner in completing Functional Behaviour Assessments (FBA) to inform the development of a Behaviour Support Plan (BSP) e.g., conducting observations, collecting, and analysing behavioural data.
- Supporting the Lead PBS Practitioner in the implementation of BSP's in collaboration with staff teams, families, and multi-disciplinary teams
- Working closely with the rest of the TDT team to continue implementing high quality PBS across PHCA and the residential setting.

- Supporting in the development and delivery of training on specific topics and individuals as required to ensure success of BSP.
- Checking in to ensure BSP's are being followed and feeding back to the Lead PBS Practitioner.
- Monitoring and reviewing of incident forms, raising any concerns with Lead PBS Practitioner, and producing high quality reports on an individual's behavioural data.
- Representing the organisation and taking detailed notes regarding updates and actions at key professional meetings (where the Lead PBS Practitioner cannot attend).

EDUCATION, QUALIFICATIONS & TRAINING

Essential

- Level 5 qualification in PBS or equivalent

Desirable

- An MSc in PBS/ABA (or working towards)

EXPERIENCE

Essential

- Experience of working with persons who have a diagnosis of a learning disability, Autism Spectrum Condition, Mental Health Condition, and other complex needs.
- Strong administration and computer skills.
- Self-motivated and demonstrable problem-solving skills.
- Proactive and innovative.
- High attention to detail.
- The ability to always maintain a professional manner and demonstrate anti discriminatory practice.
- Ability to manage multiple tasks and changing priorities.

Desirable

- Experience working as an Assistant Positive Behaviour Support Practitioner in a school setting.

KNOWLEDGE & ABILITIES

- High level of communication skills (written and verbal) including an ability to communicate and work in settings in which the atmosphere may be highly emotive, or difficult.
- Ability to communicate sensitive information to students, carers and colleagues.
- An understanding of the impact of behaviours that challenge
- An ability to make autonomous clinical judgements involving highly complex facts and situations.
- Up to date knowledge of policies and procedures and clinical issues relating to specific client group.
- Practical computing skills including the use of databases and spreadsheets.

PERSONAL QUALITIES

We are looking for a candidate who is compelled by what is ethical and committed to making a meaningful difference in the lives of the young people we are supporting. Due to the nature of the PBS team and the fast-paced environment it works within, you will be able to work independently, as well as part of a team and demonstrate excellent time management and organisational skills. The candidate will understand the requirement to be operational in the school, willing to support the staff when needed. They will be dedicated to making the school a centre of excellence for Positive Behaviour Support.

General Information:	
Equality of Opportunity	<ul style="list-style-type: none"> As a member school staff to take individual and collective professional responsibility for reinforcing and promoting a working environment free from discrimination, victimisation, harassment, and bullying. Ensure the development and progression of equality within the sphere of responsibility of this post and the fair and equal treatment of all colleagues, children, parents, and visitors.
Confidentiality and Data Protection	<ul style="list-style-type: none"> To treat all information acquired through employment, both formally and informally, in strict confidence. To be aware of the school's responsibilities under the Data Protection Act 1984 for the security, accuracy and relevance of personal data held on such systems and ensure that all processes comply with this.
To contribute as an effective and collaborative member of the school team	<ul style="list-style-type: none"> Any other duties as reasonably required by any manager of the school. Participating in the ongoing development, implementation and monitoring of the school plans. Attend regular meetings as required and make a positive contribution during meetings.
Child Protection	<ul style="list-style-type: none"> To be alert to issues of child protection ensuring that the welfare and safety of children attending Parkwood Hall Cooperative Academy is promoted and safeguarded and to report any child protection concerns to the designated Child Protection Officer using safeguarding policies, procedures, and practice. Prevent, identify, and minimise risk of interpersonal abuse or violence, safeguarding children, and other vulnerable people, initiating the management of cases involving actual or potential abuse or violence where needed. Be aware of and update colleagues, as appropriate to comply with current legislation and policies affecting practice, e.g., Children's Act, National Service Frameworks, Child Protection Procedures, Health and Safety and Data Protection.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.

Signatures:

Employee_____Date_____

Principal_____Date_____