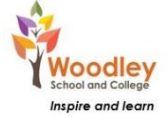


Positive Behaviour Support Practitioner Grade 9-10



Job purpose

The Positive Behaviour Support Practitioner will be required to support the development and implementation of School Wide Positive Behaviour Support across the Woodley School and College employing a multidisciplinary approach with Education, Welfare, and external professional teams so that pupils can meet meaningful outcomes.

The post-holder's primary role is to embed the science, principles and practice associated with Positive Behaviour Support in line with the PBS competence framework and to support the Head of PBS in the development and embedding of School Wide PBS across Woodley School and College. The role will involve managing a caseload of students and ensuring that their support is completed and carried out in a manner consistent with the PBS Competence framework under the supervision of the Head of PBS. The role will involve direct work with pupils implementing skills teaching as well as supporting functional assessments for pupils engaging in behaviour that challenges. You will also be using behaviour skills training to train key performers in implementing behaviour support plans specific to individual pupils.

BCBA or BTEC supervision as appropriate to the post holder will be available for this role

Key areas of responsibility

To support the conduct of functional behavioural assessments and provide interpretations of the results.

To support the development of functional behaviour support plans in accordance with good practice guidance in this area. This will include a good working knowledge of the legal and ethical principles which underpin outstanding behavioural support.

To measure and monitor the effectiveness of these behavioural support plans.

To contribute or supervise staff to utilise evidence-based approaches which are behaviour analytic in nature utilising behaviour skills training approaches

To maintain good working relationships with other members of the multidisciplinary team and ensure effective communication through good verbal communication skills and the production of professional reports

To provide behavioural advice, guidance and consultation to support staff, parents and other professionals both internal and external where appropriate.

To assist in the implementation of behaviour support plans in school and at times in a student's home

To communicate in a skilled and sensitive manner, information that contains assessment data, behavioural support and safeguarding information

Under the supervision of the Head of PBS, contribute to the running of all aspects of Woodley School and College's School Wide PBS in line with best practice and most recent technology

To engage in clinical supervision with the Head of Positive Behaviour Support

To maintain or be working toward their own professional standards/qualifications and CPD required in the field of Applied Behaviour Analysis/Positive Behaviour Support

To have an in-depth knowledge of current legislation and ethical considerations that underpin high quality PBS and be able to effectively impart this knowledge upon staff within the school

Attend all Woodley's mandatory and compulsory training sessions.

Clearly and effectively communicate PBS approaches used with the school to key stakeholders.

Where required, contribute to the development of the College Positive Behavioural Support policy and procedure.

Offer a flexible approach to working hours to meet the needs of the school and college.

To have an uncompromising and professional approach to safeguarding

Comply with Woodley School and College's Health & Safety requirements and be aware of and adhere to current policies and procedures.

Employee Specification

Knowledge, qualifications, skills and experience	Shortlisting criteria
Knowledge	
Knowledge, understanding and experience (minimum 1 year) of applying behaviour analytic interventions	Essential
Knowledge and experience of SCERTS Assessment	Desirable
Knowledge and experience of Behaviour Skills Training	Desirable
IT literate with a working knowledge of MS office in particular Word, Excel and Outlook	Essential
Qualifications	
MINIMUM Positive Behaviour Support (PBS) BTEC Level 4, BSc in Applied Behaviour Analysis (ABA) OR working toward MSc ABA/MSc PBS	Essential
MSc ABA/PBS	Desirable
Skills	
Plan and organize efficiently and meet deadlines	Essential
Building effective relationships with students, listen to and understand student needs and find effective ways of meeting these.	Essential
Working successfully within a multidisciplinary team.	Essential
Ability to produce high quality reports and plans	Essential
Ability to work flexibly to meet the needs and requirements of the students and School	Essential
To present ideas effectively in both individual and group situations.	Desirable
To be able deliver training for staff in the field of behaviour support including crisis management.	Desirable
Understanding of the needs of students with autism spectrum conditions	Essential
Understanding of safeguarding responsibilities.	Essential
Understanding of Health and Safety in the workplace.	Essential
Enthusiasm to work with young people to encourage learning and independence	Essential
A commitment to undertake further training in order to keep abreast of current trends in PBS and develop a broad knowledge base in the field.	Essential



Knowledge, qualifications, skills and experience	Shortlisting criteria
Experience	
Experience of working with young people who engage in behaviours that challenge.	Essential
Experience of assisting/supporting functional behavioral assessments and interpreting the data.	Essential
Experience of working with pupils on a one-to-one basis	Essential
Experience of working with pupils in small groups	Desirable
Experience of working in FE / High Needs Students environment	Desirable
Experience, knowledge or understanding of specialist methods of communication, i.e. Braille, PECS, Makaton etc.	Essential

General information

DBS check at the appropriate level

When you start in your role you will receive a comprehensive induction and any mandatory training including safeguarding.

You will also have regard for the ethos, policies and practices of the school and maintain high standards in your behaviour, attendance and punctuality. These will be drawn to your attention in your appointment letter, your statement of particulars, induction, ongoing performance development and through School communications.

This job description is intended to provide an understanding and appreciation of the responsibilities associated with the role. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge and remit of the job.

For Office Use Only:

Job Category	Woodley School & College	Grading ID	
Job ID	PBSP	Last Updated	June 2022
Job Focus	Behaviour	Career Progression	

Contractual Variants

DBS Category	Children	DBS Type	Enhanced & Barred
Health Check		Politically Restricted	
24/7 working		Public Holidays	
Night Working		Alternating Pattern	
Standby		Other	
Checked by HR	KS		