

## Background Information – PBS Day Opportunities Project Manager

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### The PBS approach

We are excited to be advertising for a new post and opportunity within our services. Centre 404's approach when working with people is strongly **person centred** rather than a service approach. Therefore, rather than using terms such as 'challenging behaviour' that can stigmatise the person labelling them as challenging, we refer to behaviours that people perceive as challenging and we adopt positive behaviour support techniques to address this effectively.

We base our approach upon the principle that behaviour has a communicative intent – i.e. that the person is trying to communicate something to us with their behaviour. **Understanding behaviour as communication** enables us to respond to it accordingly, by enabling the person to communicate their needs better. Thus, a **preventative** rather than reactive approach is always preferable.

We aim to meet our requirements (both under legislation and as an example of good employment and service practice) in **preparing** team members for, and responding to, behaviours that people may find challenging. The starting point for any such approach is gaining a detailed understanding of **why** the person engages in the behaviour.

This post will be instrumental in coaching, leading and developing staff in this area of work, completing functional assessments and PBS plans, as well as assessing new potential people to work with and set up support services for them. It will be a varied role where no two days are the same.

### Our work so far

Positive Behaviour Support as well as our Day Opportunities offer is a growing area of work and business opportunity for Centre 404. Over the last two years in the Learning and Leisure service, we have:

- Set up two Day Opportunities centres in Islington and Camden, supporting a total of 18 service users to access a variety of activities and opportunities.
- Set up a Children and Young People PBS Outreach service, currently offering 20 hours of support per week in Enfield and in the process of actioning referrals in all North London boroughs we work in.
- Successfully been awarded a brand-new PBS Day Opportunities contract in Haringey, currently scheduled to start in March 2021.

### About you

You will be a confident and capable manager and leader, with an energy and strong passion for high standards to help us further develop our work in this area.

You will form part of the Learning and Leisure management team who lead the service in terms of quality, new business and values. We are looking for a person to develop and achieve our strategic aim and ensure our offer is of a high standard, with a view to making us a provider of choice in North London and beyond.

We particularly need a committed and highly organised manager in this area as with the start of the brand-new service, we are committed to offering high quality support from the start, while also developing our existing Day Opportunities offer.