

Job Title:	Positive Behaviour Support Worker (Day Opportunities, Learning and Leisure)
Hourly Rate:	£10.75 per hour
Hours:	Part time, 30 hours per week and bank contracts available
Responsible to:	Day Opportunities Manager/Day Opportunities Coordinator/Day Opportunities Supervisor

Summary of Post:

Centre 404 are partnered with councils across North London to provide services for those most vulnerable in society and provide excellent person-centred care.

These roles will involve the delivery of person-centred care to a range of people with autism and behaviours of concern. The role can involve complex risk management and positive behaviour support to offer the best opportunities for the person.

Centre 404 is committed to safeguarding and promoting the welfare of children and adults at risk and we are looking to recruit people who share these values.

Main Duties & Responsibilities:

Positive Behaviour Support	Participating in the implementation of Positive Behaviour Support Plans, including proactive support and responding to triggers for behaviours that may be of concern.
	Observing and reporting subtle changes in behaviour, communicating any changes to line manager and team members.
	Being involved in the assessment and management of risk and follow risk assessments consistently to ensure the safety of the service user and members of the public.
	Using good active listening skills and positive, calm and clear communication.
	Providing emotional support to the service user in managing their anxieties and behaviour through coping strategies.
	Recording all incidents and contributing to team discussions around incident analysis and strategies.
Support to Service Users	To provide support to people with learning disabilities, autism and behaviours of concern in their own home, in the community or whilst attending a leisure activity at a Centre 404 base.
	To promote decision-making by the service user each day as part of a person-centred approach.
	To adhere to safeguarding procedures.
	To complete all standard domestic activities to ensure a therapeutic living environment for the service user is maintained. Support the service user to maintain good health and attend health appointments.
	To work with the service user in such a way that takes account of their individual, cultural and religious needs.
	To provide and participate in a wide range of social activities with the service user, using integrated services.
	To participate in the implementation of agreed individual plans, this may include structured teaching of skills.

	To liaise with the service user's family, advocates, and other professionals where appropriate.
	Supporting the service user to achieve goals and outcomes and monitoring their progress.
	To be a voice and advocate for the service user.
	To offer support to service users enabling them to build confidence, self-esteem and an independent lifestyle.
	To support service users in the management of their own personal care where required, in a sensitive way. This can include bathing, dressing, eating and going to the toilet. Undertake any manual handling duties as required.
	To assist with key working duties as required.
Team Member Responsibilities	To plan and work effectively as a team with other staff members.
	To pass on relevant information to other team members, using agreed communication procedures.
	To keep records and write reports in the appropriate files, using IT systems such as Microsoft Office and Charity Log data systems.
	To attend staff meetings and any other relevant meetings where appropriate.
	Where appropriate, to assist with the induction and training / mentoring of new staff members. There will be the opportunity for professional development to take on the role as a Staff Mentor for new starters once support workers have passed their probation period.

Person Specification

(E) Essential requirements (D) Desirable requirements

Experience	Track record of providing high standards of service while under pressure with challenging client groups in disciplines such as acute mental health, community care and nursing, teaching and special educational needs, policing, prison services or other.	E
	OR	
	Placement completed during qualification in social work, psychology, applied behaviour analysis, nursing or other related discipline.	
	Experience of working with vulnerable client groups, including but not limited to people with learning disabilities, autism, and mental health issues.	E
	Minimum 2 years' experience delivering personalised outcomes and improving the quality of life for challenging client groups.	E
	Experience of maintaining positive environmental factors, using evidence-based strategies to improve quality of life, and the least restrictive interventions to de-escalate behaviours that may challenge.	E
	Experience of planning support and activities for people so they have a fun, active and fulfilled life.	D
Personal Qualities and Physical Requirements	Emotionally resilient and composed when frequently dealing with emotional circumstances and conversational topics that may be upsetting to those around the person.	E
	Self-aware and self-reflective. Ability to develop and maintain positive behaviour support strategies and techniques.	E

	Enthusiastic and motivated to support adults with learning disabilities	E
	To remain non-judgemental and empathic towards the history of the person and their present behaviours.	E
	Available to work a variety of shifts throughout the week	E
	Able to travel on your own and with service users to a variety of locations within and outside the borough	E
	Completion of household duties and ensuring the person's dignity is upheld.	E
	Physically fit, willing and able to participate in sports and leisure activities with the person such as swimming.	E
Knowledge / Understanding	Good general education, including 5 GCSEs (or equivalent) at grade C or above or ability to provide demonstrable abilities.	E
	Have a working knowledge of the Positive Behavioural Support Framework	D
	Understanding of the discrimination experienced by vulnerable groups and commitment to concepts of inclusion, equality and diversity.	E
	Competent in recognising anti-social and risky behaviour and responsive to changes in a person's presentation.	E
	Understanding of autism and/or commitment to learn about this condition and the importance of following structured boundaries to provide consistent support	E
	Understanding of and commitment to safeguarding	E
	Understanding of key legislation relevant to the care of vulnerable groups including the Mental Health Act and Care Act	D
	Understanding of person centred values and self-directed support and principles behind this	D
	Understanding of Data Protection and ability to handle confidential and sensitive information appropriately	D
Skills / Abilities	Excellent communication skills with service users, families, and staff, along with the ability to liaise with agencies and external professionals e.g. GP's, Health professionals, Social Workers and housing associations.	E
	Ability to maintain professional boundaries.	E
	Able to demonstrate high level of attention to detail, especially in regards to reporting, and follow guidelines and risk assessments closely.	E
	Excellent written communication to be able to maintain records, write reports and liaise with external professionals.	E
	Good numeracy skills	E
	IT proficient, with the ability to use a range of computer software (i.e. Office and others)	E
	Able to work in and contribute to a team	E
	Able to work unsupervised and on own initiative	E
Other	Full driving licence and willingness to drive on shift	D

Centre 404 is committed to safeguarding and promoting the welfare of vulnerable individuals, and we are looking to recruit people who share these values.

Mission, Beliefs and Values

Centre 404 is working towards a world where people with learning disabilities and their families have the support they need to flourish and enjoy the same rights, freedom, responsibilities, choices and quality of life as people within the wider community.



Centre 404's **Beliefs** and **Values** are deeply rooted in the way that we work and will continue to underpin the future direction of the charity.