

<b>Job Title:</b>	Positive Behaviour Support Worker (Bank Staff)
<b>Hourly Rate:</b>	£11.50 per hour
<b>Hours:</b>	Shifts available throughout the week including weekdays and weekends. <i>(Please note, evening and bank holiday work may be required).</i>
<b>Contract:</b>	Bank Worker Agreement

### Main Duties & Responsibilities:

<b>Positive Behaviour Support</b>	Participate in the implementation of Positive Behaviour Support plans, including proactive support and responding to triggers for risk behaviours.
	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 the ability to use positive, calm and clear communication.
	Providing emotional support to the service user in managing their anxieties and behaviour through coping strategies.
	Supporting independence and choice by driving the person to activities.
	Recording all incidents and contributing to team discussions around incident analysis and strategies.
<b>Support to Service Users</b>	To provide support to people with learning disabilities, Autism and behaviours that challenge in their own home, in the community or whilst attending a leisure activity at Centre 404.
	To understand and adhere to the philosophies, policies, legislative principles within the Transforming Care Programme upon which the service is based.
	To promote decision-making by the service user each day as part of a person-centred approach.
	To adhere to safeguarding policies.
	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 into account of their individual, cultural and religious needs.
	To provide and participate in a wide range of social activities using integrated services. This can include holidays for adult service users.
	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.	

## Person Specification

(E) Essential (D) Desirable

<b>Experience</b>	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.  <b>OR</b> Placement completed during qualification in social work, psychology, applied behaviour analysis, nursing or other related discipline.	<b>E</b>
	Experience of working with vulnerable client groups, including but not limited to people with learning disabilities, Autism, and mental health issues.	<b>E</b>
	Minimum 2 year's experience delivering personalised outcomes and improving the quality of life for challenging client groups.	<b>E</b>
	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.	<b>E</b>
	Experience of planning support and activities for people so they have a fun, active and fulfilled life.	<b>D</b>
<b>Personal Qualities &amp; Physical Requirements</b>	Emotionally resilient and composed when frequently dealing with highly emotional circumstances and conversational topics that may be upsetting to those around the person.	<b>E</b>
	Self-aware and self-reflective. Ability to develop and maintain positive behaviour support strategies and techniques.	<b>E</b>
	Enthusiastic and motivated to support adults with learning disabilities.	<b>E</b>
	To remain non-judgemental and empathetic towards the history of the person and their present behaviours.	<b>E</b>
	Available to work a variety of shifts throughout the week.	<b>E</b>
	Able to travel on your own and with service users to a variety of locations within and outside the borough.	<b>E</b>
	Completion of household duties and ensuring the person's dignity is upheld.	<b>E</b>
Willing and able to participate in sports and leisure activities with the person such as swimming.	<b>E</b>	
<b>Knowledge &amp; Understanding</b>	Understanding of the discrimination experienced by vulnerable groups and commitment to concepts of inclusions, equality and diversity.	<b>E</b>
	Competent in recognising anti-social behaviour and risky behaviour and responsive to changes in a person's presentation.	<b>E</b>
	Understanding of Autism and/or a commitment to learning about this condition and the importance of following structured boundaries to provide consistent support.	<b>E</b>
	Understanding of and commitment to safeguarding an adult's welfare.	<b>E</b>
	Understanding of key legislation relevant to the care of vulnerable groups including the Mental Health Act and Care Act.	<b>D</b>
	Understanding of the Transforming Care Programme and its history in safeguarding vulnerable client groups, normalisation and key principles in community-based care.	<b>D</b>
	Understanding of person-centred values and self-directed support and principles behind this.	<b>D</b>

	Understanding of Data Protection and ability to handle confidential and sensitive information appropriately.	<b>D</b>
<b>Skills &amp; Abilities</b>	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.	<b>E</b>
	Ability to maintain professional boundaries.	<b>E</b>
	Able to demonstrate a high level of attention to detail, especially in regards to reporting and follow guidelines and risk assessments closely.	<b>E</b>
	Excellent written communication to be able to maintain records, write reports and liaise with external professionals.	<b>E</b>
	IT proficient with the ability to use computer software e.g. Office.	<b>E</b>
	Able to work in and contribute to a team as well as independently and using own initiative.	<b>E</b>

Centre 404 are 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.