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**Positive Behaviour Support Worker**

**Job Description & Person Specification for**

**Behaviour Support Worker**

**Job Title:**Positive Behaviour Support Worker

**Salary Scale:**£13.81 per hour

**Contract Term:** Permanent variable hours contract guaranteeing a minimum of 2 hours per week.

**Location:**Sessions will be delivered in the local community or occasionally in the child’s home.

**Hours:** Sessions will take place on a regular basis dependent on needs of the child & family

After school sessions are typically 2.5-3hrs.

Weekends and holiday sessions typically 4-5hrs

Flexibly in terms of how many sessions per week you are able to commit to on a regular basis

**Training:** Candidates will be given a full induction and training in Positive Behaviour support.

**Reporting To:** Specialist services seniorManager

**Key Purpose and context:**

Your primary responsibilities will be supporting children and young people with challenging behaviour in their home or the local community and providing regular, planned periods of short breaks for the families coping with the demands of caring for their disabled child/ young person.

PACE aims to eliminate discrimination, promote equality of opportunity and provide the opportunity for children, young people and families to gain a greater understanding and acceptance of each other.

**The Main Purpose of the Job:**

* Supporting children with disabilities in their home or in the local community, to deliver a one to one service to young people with challenging behaviour and non-verbal communication needs.
* Provide child centred care which contributes to the disabled child/young person living within their family, promotes social inclusion, independence and empowerment.
* To ensure that children have the opportunity to explore a wide range of positive activities and experiences.

**Main Responsibilities:**

* Support children in their homes or in the local community, depending on the individual care and social needs of the child/young person.
* Provide regular, planned periods of short breaks to families/carers of disabled children/young people, as agreed with the parents/carers.
* Develop and maintain excellent relationships with children, young people and families who use the service
* To contribute to and apply a range of behaviour management support strategies as identified in the resource plan or Education, Health and Care Plan (EHCP)
* To contribute to service users’ support plans, including Positive Behaviour Plans and contribute to “Team Around the Child” planning meetings and annual review discussion for individual children/young people.
* Applying and contributing to Individual care plans agreed between the family, Children and Young People with Disabilities Service, and PACE.
* To provide a wide range of activities including, but not limited to; personal care, social, emotional and intellectual care.
* Maintain the usual routine of those children being cared for during the short break period. This could include assisting with activities such as play, meals times, bed time routines and reading etc.
* To support service users in the management of their own personal care in a sensitive way. This can include bathing, dressing, eating and going to the toilet. Undertake any manual handling duties as required.
* Administer medication/treatments in line with PACE’s ethos and policies ensuring the child’s rights to respect and dignity.
* Create and contribute to a working culture and practices that recognise, respect and value difference.
* Work respectfully with children and their families and responding positively to diversity.
* Implement safeguarding, health and safety policies and procedures, undertake risk assessments and report any concerns or risks to the service manager and the referrer.
* Undertake individual risk assessments.
* Liaising with and building positive relationships with other involved agencies, in order to provide an integrated support network for the young person.
* Regular evaluation of the impact of the service & activities by completing daily and half-termly reports.
* Help to evaluate the impact of the provision & activities by measuring progress against the individual outcomes for children, young people and their families.
* Undertake any other duties as may be required from time to time.

**Person Specification**

**Essential requirements of the post:**

1. **Experience and Qualifications**

* Experience of working with children with complex learning difficulties, emotional, behavioural and communication difficulties and those with autistic spectrum disorder (ASD).
* Evidence of on-going training with respect to working with children with disabilities and willingness to ensure all training requirements are met as per legislation and renewed as required.
* Experience of providing services to people with challenging behaviour and using a range of proactive and reactive support strategies.
* Experience of working in partnership with parents and professionals

1. **Knowledge and Understanding**

* Understanding of the importance of person centred care, empowering children and maintain their dignity at all times.
* Understanding of good practice working with children with severe ASD, complex needs and challenging behaviour.
* Understanding of challenging behaviour as a form of communication.
* Knowledge and understanding of safeguarding, health and safety policies and procedures and the professional confidence to implement them appropriately.
* Knowledge and understanding of Care Quality Commission and Ofsted standards.

3. **Skills and Abilities**

* Ability to manage risk effectively.
* To work effectively with children and young people, parents, carers and professionals.
* To communicate with people in a form and manner that is consistent with their level of understanding, culture, background and preferred way of communicating.
* The ability to work independently and use initiative as well as work in a team to achieve shared objectives.
* An ability to reflect on own practice with an objective eye to further develop professional practice and ability to advocate for disabled children's needs.
* To maintain the health, safety and security of others at all times.
* Good observational skills and the experience to know when and how best to intervene in children’s play and social interactions.
* To resolve problems.
* Basic administrative skills appropriate to the requirements of the post.

4. **Personal Qualities**

* Flexibility and the ability to vary and change according to young people’s needs.
* Patience and empathy
* A child centred attitude
* Caring, reliable and enthusiastic
* Self-awareness and able to acknowledge own limitations in terms of knowledge, skills and experience.
* Thoughtful, supportive and respectful

5. **Desirable**

* Experience of caring for children with complex medical needs including use of manual handling aids, feeding aids and administration of medication.
* A relevant Cache/NVQ Level 2 or above qualification in Health & Social Care or equivalent.
* Accredited training in Team-teach and Positive Behaviour Support
* First Aid qualification
* Training in alternative communication techniques (e.g. Makaton, PECS)