



Positive Behaviour Support (PBS) Practitioner



Full Time, 37.5 Hours



Positive Behaviour Support Lead



Enhanced DBS



Level 3 Teaching Qualification (Desirable)



Various locations within Brandon Trust

Purpose:

The purpose of this role is to facilitate and deliver Positive Behaviour Support (PBS) and Positive Behaviour Management (PBM) training, and to provide advice, guidance, and practice leadership to teams supporting people who communicate through their behaviour. The role ensures a high-quality, person-centred support environment that promotes quality of life, reduces behaviours of concern, and embeds evidence-based PBS practice across Brandon Trust services.

Objectives:

Positive Behaviour Support Delivery

- Work within national guidance and frameworks relating to PBS and restraint-reduction standards.
- Support the organisation-wide implementation of PBS for adults and children, including travel and occasional overnight stays.
- Provide specialist coaching and role-modelling to staff teams to embed best practice in responses to behaviours of concern.
- Ensure all advice, training, and information reflects current sector developments and evidence-based practice.

Training Delivery

- Deliver PBM training (adult and child packages) following completion of Train-the-Trainer accreditation and annual re-accreditation.
- Teach the theory of PBM, including understanding behaviour that challenges, reducing behaviours through environmental and practice changes, safeguarding staff and individuals, post-incident support, and accurate reporting.

- Co-deliver training with a co-trainer and participate in peer standardisation activities with the behaviour support team.
- Develop and facilitate additional bespoke PBS-related training such as Active Support, attribution theory, and structured debrief training.

Assessment & Behaviour Support Planning

- Collate and analyse behavioural data for use within functional assessments.
- Complete functional assessments and share findings and recommended approaches with staff teams.
- Develop and review behaviour support plans, coaching teams to understand and apply them.
- Implement outcome-evaluation methods and present behaviour support data clearly and accurately.
- Promote STOMP (stop over-medication of people with learning disabilities/autism) and STAMP (
- Provide wellbeing support, reflective practice, and structured debriefing for more complex situations.

Collaboration & Professional Practice

- Work collaboratively with the PBS Lead, Quality Team, Learning & Development, operational managers, and direct support teams.
- Liaise with external professionals and services such as CLDTs and GPs.
- Provide post-incident debriefs in line with training and organisational expectations.
- Challenge poor practice and promote positive, person-centred team cultures.
- Maintain compliance with Brandon Trust policies, values, safeguarding expectations, confidentiality, and health & safety.

Relationships and Communication

- Promote positive relationships with family, friends, and support networks, involving them appropriately.
- Use clear and respectful communication tailored to the needs of each individual, including non-verbal methods where required.
- Advocate for individuals' voices to be heard in decisions about their support and lives.

Recording, Reporting and Compliance

- Keep accurate and timely records of support provided, incidents, health updates, and outcomes achieved.
- Follow all organisational policies and procedures, including safeguarding, medication, and data protection.
- Participate in audits, reviews, and inspections to ensure ongoing compliance and continuous improvement.

Teamwork

- Work collaboratively with colleagues, families, and professionals to deliver consistent and coordinated support.
- Actively contribute to team meetings and service improvement initiatives.

Continuous personal development

- Actively engage in supervision, training, and development opportunities to maintain and improve professional skills.

Essential Qualifications & Experience

- Ability and willingness to complete PBM Pro Train-the-Trainer (adult & child).
- First Aid (1-day).
- Full driving licence with access to own transport.
- Significant experience supporting people with learning disabilities and/or autism who communicate through their behaviour.
- Experience delivering training.

Desirable

- Level 4+ PBS or behaviour-related qualification (e.g., Psychology, ABA).
- Experience managing or supervising staff/services.
- Experience applying PBS in practice.
- Level 3 teaching qualification.

Specialist Skills

- Safeguarding: applying safeguarding principles, recognising concerns, and responding appropriately.
- Person-Centred Practice: delivering support tailored to individual needs, preferences, and outcomes.
- Mental Capacity: assessing capacity, supporting decision-making, and working within legal frameworks.
- Restrictive Practice & DoLS: ensuring any restrictions are lawful, proportionate, and least restrictive.
- Leading & Managing Partnerships: building effective relationships with stakeholders, employers, and services.
- Duty of Care: maintaining professional standards, managing risk, and promoting wellbeing.
- Compliance & Recording: keeping accurate records and ensuring adherence to policies, procedures, and regulatory requirements.

Key Relationships

- People we support
- Families and carers
- Team Leaders
- Fellow Support Workers and wider team
- Health professionals (e.g. GPs, nurses, therapists)
- Social workers and care coordinators
- Community groups and activity providers
- Volunteers
- External agencies (e.g. housing, benefits support, transport services)
- Compliance, safeguarding, and quality assurance teams

Skills and behaviours you need for this role

CORE SKILLS

Skill	Level required for role				What this means
Data Literacy	■	■	■	■	Able to apply data analysis, GDPR compliance, and reporting skills to generate insights that inform business operations and workforce planning.
Digital Skills	■	■	■	■	Able to apply digital skills and security awareness to enhance efficiency, data protection, and workplace collaboration.
Governance and Compliance	■	■	■	■	Able to apply governance and compliance principles to maintain operational integrity, risk management, and regulatory adherence.
Commercial Awareness	■	■	■	■	A basic understanding of financial concepts, budgets, and cost management, ensuring responsible use of resources.
Health and Safety	■	■	■	■	Able to apply health and safety policies in their daily roles and actively contribute to maintaining a safe and healthy working environment
Inclusion	■	■	■	■	Applies inclusive practices in daily work and actively considers the needs of others.

BEHAVIOURS - VALUES

Behaviour	Level required for role				What this means
Equip	■	■	■	■	Individuals at this level actively apply preparation and consistency, ensuring access to accurate information and efficient workflows.
Involve	■	■	■	■	Individuals at this level actively engage others in discussions, collaboration, and decision-making.
Support	■	■	■	■	Individuals at this level actively provide support, encouragement, and advocacy for others.
Recognise	■	■	■	■	Individuals at this level actively practice clear communication, listening, and responsiveness in their interactions.
Challenge	■	■	■	■	Individuals at this level apply accountability, adaptability, and positive risk-taking to their work, ensuring progress and improvement.

COMPETENCIES

Behaviour	Level required for role				What this means
Analytical Thinking	■	■	■	■	Uses analytical thinking to identify problems and recommend solutions.
Co-Production	■	■	■	■	Leads co-production projects, ensuring inclusive, accessible, and meaningful collaboration.
Empathy	■	■	■	■	Uses empathy to build trust, defuse tension, and create emotionally supportive environments.

Flexibility						Uses flexibility to problem-solve, support others, and respond proactively to changing circumstances.
Influencing and Persuading						Influences stakeholders effectively, gaining buy-in for strategic initiatives.
Networking and Relationship Building						Actively builds professional relationships and uses networking to enhance collaboration.
Resilience and Perseverance						Actively develops resilience strategies and supports others in overcoming challenges.
Presentation Skills						Delivers engaging, well-structured presentations with confidence and clarity.
Time Management						Manages their own workload reliably, prioritising and planning effectively to meet expectations.
Writing and Reporting						Creates persuasive, data-driven, and high-quality written communications.