

Job Description – Positive Behaviour Support Lead (full time)

Reports To:	Director of Operations
Location:	Based at Kisharon Head Office and working across services within NW London, Edgware and possible trips to Manchester.
Responsible for:	No line management responsibilities

Kisharon Langdon

Kisharon Langdon is a charity that offers a broad range of education and support for children and adults with learning disabilities.

Our vision is to see people with learning disabilities and autistic people live in a world of equal rights and opportunities.

Our mission is to realise ambitious and personalised education and support, where people with disabilities have choice and control over how they live their lives.

Job Purpose

Kisharon Langdon Positive Behaviour Support (PBS) Lead is a newly created role that works in close partnership with our operational teams including managers, team leaders and direct support workers teams to develop, deliver and review Positive Behaviour Support plans for people using our services.

Responsibilities and duties:

Assessment

- To assess needs and abilities of the people we are supporting in collaboration with the staff teams, in order to devise person centred Active Support Plans and PBS plans for people who express their needs with behaviours that challenge.
- To support staff teams in conducting regular assessments to tailor support to people's likes, preferences and wishes, and to know how to motivate them to engage.
- To be involved in person-led planning discussions with the people Kisharon Langdon supports and their families, to identify the way they want to live their lives, their wishes, their dreams and their fears and devise concrete and realistic actions plans to achieve their goals.
- To conduct Functional Behaviour Assessments of behaviours that challenge, foundation of function-based PBS plan development.

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Joint Chair Nicholas Doffman and Philip Goldberg

Trustees Emma Castleton, Stephanie Cooper, Nigel Henry, Paul Joseph, Corrin Kaye, Daniel Klein, Claire Lemer, Yitzy Lerner, Andrew Loftus, Benjamin Miller, Karen Phillips, Richard Levy

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 Registered Office: 1st Floor, 333 Edgware Road, London, NW9 6TD

- To review and analyse incident reports, discuss an understanding of the factors that seem to have played a role in the distress experienced, and suggest strategies to proactively prevent such incidents in the future and devise reactive management strategies in case of re-occurrence.
- Use and promote the use of relevant accurate data to inform decision making around support.

Support plan design:

Collaboratively, with direct support staff teams, their manager, people Kisharon Langdon supports and with their families (and other stakeholders e.g. SaLT, OT, psychologist), lead the co-development of:

- Person centred active support plans (as components of main support plans)
- PBS plans

Support plans implementation, monitoring and review:

- Lead the co-development of support plans implementation process in collaboration with the staff teams, their managers, families and the people we support as much as possible.
- Lead the training of the direct support workers and families in implementing the support plans, following the 3 stages competency evidence-based training model: 1- theory, 2- modelling and role play, 3- coaching, with positive constructive feedback.
- Together with the team leaders and managers, regular person-led planning, active support and PBS meetings with the staff teams, families and the people supported at Kisharon Langdon, to review and discuss the efficacy of support plans at meeting targeted outcomes.

Skill development:

- In collaboration with people Kisharon Langdon supports, their families and their support staff team and based on a skill assessment, develop skills development plans, with active support and/or teaching protocols.
- Train the support staff team and the families to implement the active support teaching protocols.

Training:

- Hold a central role in the training of direct support workers and their managers in various domains of support including PBS and Active Support.

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Partnership:

To build and nurture positive rapport with the direct support staff and their managers, primary receiver of PBS lead's support.

- To build and nurture positive rapport with people supported and their family, whilst remembering to support them developing trusting, rewarding, enduring positive relationships primarily with their direct support staff and managers.
- To observe, listen and try to understand staff' team dynamics and their needs to implement support plans and perform their job to the highest standards.
- To model to direct support staff the good practices devised in the support plans. Inspire and motivate positive change and improvement in front line practice and quality of support, and manage development and adoption of new methods within the teams.
- To conduct formal and informal direct support worker observation and provide positive constructive feedback.
- To work in close partnership with team leaders and managers.
- To conduct audits of frontline support practice to ensure that the support environment provided meets the requirements of capable environment.
- To assist in conducting debriefs with the staff teams after significant incidents.

Transitions:

- Support the managers in facilitating successful transition, sharing responsibility around transition planning, in collaboration with relatives, professionals and support staff and the people supported by Kisharon Langdon, including transition into Kisharon Langdon or into another Kisharon Langdon setting.

Personal Development:

- To actively participate in trainings and in your own personal development as identified within the supervision and appraisal process.
- Keep up to date with sector best practice and governance obligations, ensuring that Kisharon Langdon's strategy and practice remain ahead of these.

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- To ensure good and safe practices in all activities relating to the service users' care and support, following the company care and support approaches, its processes and procedures, which guide, monitor and continually promote the improvement of the services we provide.

Please note that as part of your role, flexibility is essential, and you may be required to support teams in various projects, at various locations.

Key Values:

In addition to undertaking the duties as outlined above, the post holder will be expected to adhere to the following:

- The principles of minimising the use of any form of restrictive practice.
- Recognise, value and promote the expression of staff's individual strength, initiatives and talents.
- Ensure the people we support are treated as equals with the same human rights.
- Recognise, value and promote the people we supports' strengths and abilities.
- Promote open and safe communication and dialogue.
- See problems as opportunities to learn and to grow.
- Promote a learning, self- reflective work environment.
- Equality & Diversity To act in accordance with the Organisations Equality & Diversity Policy, which is designed to prevent discrimination of any kind.
- Health & Safety Ensure that all duties are carried out in line with the Organisation's Health & Safety Policy.
- Risk Management Responsible for reporting complaints, incidents and near misses through the appropriate reporting procedures. Responsibility for attending health & safety training as required. Responsibility for assisting with risk assessments.
- Make yourself aware of, abide by and support all Kisharon Langdon policies, including, but not exclusively, confidentiality and data protection, safeguarding, equality and diversity, non-discriminatory practice, Health and Safety and Jewish ethos, reporting any concerns to an appropriate person.

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The Jewish Learning Disability & Autism Community

Work-related Personal Requirements	<ul style="list-style-type: none"> • Evidence of effective liaison and co-operative working with other agencies • Commitment to equality of opportunity of employment and service delivery • Understanding of and commitment to the requirements of safeguarding vulnerable adults • Commitment to continued professional development • Ability to support the cause and commitment to the vision and mission of the charity's purpose, a Jewish ethos and empathy for the challenges facing those with significant learning disabilities, and their families 	<p>X X X X X</p>	
Other Work Requirements	<ul style="list-style-type: none"> • Be able to manage a varied workload effectively • Excellent communication skills • Flexible approach • Ability to work unsociable hours, including evenings and weekends at times to meet the needs of the people we support • Ability and willingness to travel to our services in Manchester on occasion • Car driver 	<p>X X X X X X</p>	

KISHARON LANGDON IS COMMITTED TO SAFEGUARDING THE WELFARE OF CHILDREN AND VULNERABLE ADULTS AND EXPECTS ALL STAFF TO SHARE THIS COMMITMENT.

AN ENHANCED DBS CHECK IS REQUIRED FOR THIS POSITION.

This job description has been received and agreed by:

Name:

Signature:

Date:

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