SALUTEM CARE & EDUCATION
A Salutem Company • We are HumanKind

Job Description

Job Title: PBS Practitioner (Level 2)

Reporting To: Group Head of PBS and Neurodiversity/Group head of PBS and Specialist Practice

Team: Quality Governance and Compliance/PBS Team

Location: Hybrid (UK-wide remit with regular travel to services; overnight stays as required)

Hours: 40 hours a week

At Salutem

At Salutem, we believe everyone should have the opportunity to live a healthy, active and fulfilling life, regardless of their background or disability. The aim of our services is to provide safe and stimulating environments for adults and young people that allow choice and control towards independence.

The PBS Practitioner is responsible for delivering high-quality, person-centred Positive Behaviour Support to individuals across all Salutem Care and Education locations. The role involves completing functional assessments, formulating person-centred PBS plans, and building staff capability through coaching and training. The practitioner is committed to reducing restrictive practices while promoting safety, dignity, participation, and skill development. Improving the quality of life for the people we support is central to this role.

Job Overview

This role has a specialism in **Positive Behaviour Support (PBS)**, promoting high-quality, person-centred support across Salutem services and ensuring individuals are supported to achieve positive outcomes, increased independence, and an enhanced quality of life. The postholder will work collaboratively with individuals, families, operational teams, and multidisciplinary professionals to embed evidence-based PBS practices that reduce behaviours of concern and improve wellbeing through proactive, strengths-based approaches.

The postholder will provide specialist expertise in:

- Promoting and embedding Positive Behaviour Support across Salutem services, ensuring support is delivered in line with best practice, organisational values, and person-centred principles.
- Conducting functional assessments to understand the factors influencing behaviours of concern, including unmet needs, communication differences, environmental influences, and quality-of-life considerations.
- Developing, implementing, and reviewing personalised Positive Behaviour Support Plans that are proactive, strengths-based, and aligned with individual goals, preferences, and support needs.
- Working directly with individuals, families, carers, and wider support networks to implement strategies that promote skill development, emotional regulation, increased independence, and meaningful engagement.
- Delivering coaching, mentoring, and training to staff teams to develop confidence, competence, and consistency in applying Positive Behaviour Support approaches in daily practice.
- Monitoring, analysing, and interpreting behaviour and quality-of-life data to evaluate the effectiveness of interventions, measure outcomes, and inform ongoing support planning.
- Promoting the reduction of restrictive practices through the implementation of proactive, least-restrictive approaches that are safe, ethical, legally compliant, and focused on improving quality of life.
- Collaborating with multidisciplinary teams, including psychology, education, health, social care, and operational colleagues, to provide coordinated and holistic support.
- Championing a culture of person-centred practice, dignity, choice, autonomy, and inclusion, ensuring individuals are supported to live meaningful and fulfilling lives.

Working alongside the **Group Head of PBS and Neurodiversity/Group head of PBS and Specialist Practice,** Operational Leaders, Learning & Development teams and multidisciplinary professionals, the postholder will provide specialist PBS guidance, practice leadership, and support services to embed sustainable approaches that improve outcomes for individuals and strengthen the quality of support delivered across the organisation.

Job Responsibilities:

Key Responsibilities

Positive Behaviour Support

- Ensure that the principles of Positive Behavioural Support framework is an integral part of service delivery in across Salutem locations.

- Carry a caseload and hold caseload responsibility as designated and with support from your line manager.

Assessment & Formulation

- Complete functional behaviour assessments, seeking support for complex cases from a qualified peer (e.g., ABC, scatterplots, MAS, CAI; observations; interviews) to identify functions of behaviour and unmet needs.
- Develop clear formulations assessments linking setting events, triggers, skills, reinforcement, and environmental factors.
- Facilitate PBS consultation with locations and staff teams using agreed tools e.g., SBARD.
- Assess risk proportionately and create risk management strategies without defaulting to restriction.

Planning and Intervention

- Co-produce personalised PBS Plans with the person, family, and staff teams, aligned to personal outcomes and communication needs.
- Design proactive, preventative support strategies: environmental adjustments, strengths-based routines, communication supports (e.g., AAC), and skill-building (coping, self-advocacy, independence).
- Ensure any reactive strategies are ethical, least restrictive, time-limited, and reviewed.
- Implement Positive Behavioural Support Plans and interventions, update existing PBS plans and intervention programmes.
- Integrate trauma-informed, autism-affirming, and neurodiversity-affirming practices where relevant.

Implementation & Capacity Building

- Deliver practical coaching “in the moment” and structured training to staff teams.
- Support teams in implementation of agreed PBS plans and behavioural strategies via direct and indirect support.
- Model the use of data to drive decisions; support teams to record, review, and act on behaviour and quality-of-life metrics.
- Work directly with individuals, we support who present with behaviours that may be viewed as challenging offering practice leadership to staff teams.
- Work alongside practice leaders with teams to implement plans and strategies.
- Facilitate multi-disciplinary working (e.g., psychology, SLT, OT, education, social care, nursing, psychiatry).
- Be part of collaborative assessment process including compiling service needs assessments, matching tools.

- Support transition and admission planning of new individuals to Salutem locations.
- Support placement stability, crisis planning and community inclusion.

Monitoring, Review & Reporting

- Monitor the implementation of PBS plans and review their effectiveness.
- Carry out direct and indirect observations of practice.
- Support the teams in developing skills to monitor and evaluate outcomes for the individuals we support.
- Review plans at agreed intervals or after incidents; update interventions and risk plans accordingly.
- Be part of ongoing review processes for people including attending MDT meetings, Core Team meetings and Salutem Team Meetings as required.
- Compile and present detailed reports for meetings about the individuals on your caseload.
- Produce clear, accessible reports and contribute to governance dashboards.
- Facilitate PBS Event Review Meetings, provide feedback and advice to staff teams attending and compile reports which are solution focussed.
- Chair or participate in Core Team Meetings for individuals we support.
- Keep clear records of all work undertaken in services.

Reducing Restrictive Practice

- Promote reduction and elimination of restrictive practices (aligned with organisational policy and Restraint Reduction commitments).
- Support the implementation of Salutem Reducing Restrictive Practice (RRP) Pathway.
- Conduct RRP assessments alongside registered managers.
- Write summaries, advice on best practice and support the formulation Individualised Restraint Reduction Plans.
- Monitor and review the process at agreed intervals with the registered manager.

Safeguarding, Quality & Compliance

- Uphold safeguarding duties and report concerns promptly in line with policy.
- Ensure practice aligns with relevant legal and best-practice frameworks (e.g., Human Rights, Mental Capacity & Best Interests, Equality Act, GDPR, Positive & Proactive Care/NICE-aligned PBS guidance).
- Comply with and ensure compliance with Salutem Policies & Procedures.
- Maintain professional boundaries, confidentiality, and accurate records.

Professionalism & Culture

- Champion person-centred culture, dignity, safety and rights.

- Participate in supervision, appraisal, reflective practice sessions, and contribute to service development.
- Undertake relevant academic qualifications relevant to the post in keeping with the PBS Alliance Framework.
- Be familiar and comply with all relevant guidance, policies, and legislation.
- Take responsibility of your own CPD associated with the job role (including Trauma informed Approaches, Active Support Training, Positive Behavioural Support Training and any other training as required by the post).
- Role-model compassionate, non-judgemental language and strengths-based approaches.
- Promote and maintain effective channels of communication between Salutem teams and departments to ensure consistency and continuity.
- Maintain and encourage good working relationships with staff, managers, other professionals and families involved in the delivery of care to individuals' we support.

Other

- Develop and deliver workshops and training associated with your role as directed by your line manager.
- Mentor less experienced colleagues as directed/delegated by your line manager.
- Carry out any other duties as are within the scope, spirit and purpose of the job, the title of the post and it's grading as requested by your line manager or his/her higher level of authority.

Our Values

-We are **Supportive** by promoting opportunities for everyone so they can reach their full potential

-We are very **Ambitious** to provide the best possible outcomes for the people who use our services

-We are **Loyal** because we put the people that we support and our staff at the centre of everything we do, and we deliver on our promises. We also are committed to ensuring that our services are meeting the needs of all stakeholders

-We are **Unique** because we are ambitious and innovative about the diversity of the services that we provide without compromising quality

-We are **Transparent** by being open, honest and fostering a culture of mutual respect. We promote a culture where we learn by our experiences, and we are committed to doing things better and setting the highest standards in what we do

-We are **Engaging** because we work in partnership with the people that we support, our staff and all our stakeholders

-We encourage everyone to experience a **Meaningful** life by being aspirational and by offering opportunities

SALUTEM CARE & EDUCATION
A Salutem Company • We are HumanKind

Knowledge, skills and competency

Personal Skills and Attributes

1. Demonstrates a strong commitment to Positive Behaviour Support and the delivery of high-quality, person-centred services.
2. Builds positive relationships and confidently influences practice to improve outcomes for individuals and services.
3. Excellent communication, coaching and interpersonal skills.
4. Highly organised, able to manage a caseload and competing priorities independently.
5. Analytical and solution-focused, using evidence and behavioural data to drive decision-making.
6. Demonstrates professional curiosity and actively shares learning and best practice across services.
7. Maintains resilience and professionalism when supporting complex situations and service challenges.
8. Committed to continuous professional development and reflective practice.

Essential Core Competencies

1. Relevant Health and Social Care qualification, psychology or equivalent professional experience.
2. PBS qualification or equivalent qualification relevant to behavioural support practice.
3. Demonstrable experience working within Positive Behaviour Support frameworks.
4. Strong understanding of PBS assessment, formulation and intervention planning.
5. Sound knowledge of relevant legislation, safeguarding responsibilities and best-practice guidance.
6. Understanding of trauma-informed, autism-affirming and neurodiversity-affirming approaches.
7. Experience supporting autistic people and/or people with learning disabilities who present behaviours of concern.
8. Ability to interpret behavioural and outcome data to evaluate effectiveness of interventions.

Specific Role-Based Competencies

1. Experience of completing functional behaviour assessments, behavioural formulations and Positive Behaviour Support Plans.
2. Manages a caseload with minimal supervision.

3. Leads implementation and review of PBS interventions designed to improve quality of life and reduce behaviours of concern.
4. Delivers structured coaching, mentoring and training to staff teams and operational colleagues.
5. Facilitates reflective practice sessions, PBS event reviews, incident reviews and debriefs.
6. Supports services to identify risks, develop action plans and improve PBS practice.
7. Analyses behavioural and quality-of-life data to evaluate outcomes and inform decision-making.
8. Provides constructive challenge and promotes best practice across services.
9. Contributes to audits, governance processes and service improvement initiatives.
10. Supports the reduction of restrictive practices through evidence-based and least restrictive approaches.

Desirable Competencies

1. Minimum three years' experience delivering PBS interventions.
2. Teaching, training or assessor qualification.
3. Experience mentoring less experienced colleagues.
4. Experience leading service improvement projects.
5. Postgraduate study or advanced training relevant to PBS, behavioural intervention or psychology.
6. Training in trauma-informed practice, RRN standards or advanced de-escalation approaches.

Personal Qualities

1. **Supporting Salutem:** Demonstrates commitment to Salutem's values and actively promotes Positive Behaviour Support as a person-centred, rights-based approach.
2. **Taking Responsibility:** Takes ownership of professional practice, maintains accountability and promotes learning through reflection and continuous improvement.
3. **Solving Problems:** Uses evidence, analysis and professional judgement to develop practical solutions and improve outcomes for individuals and services.
4. **Valuing People We Support:** Places the individual at the centre of all decision-making, ensuring their voice, preferences and aspirations shape support and intervention planning.
5. **Working as Part of a Team:** Develops effective relationships with colleagues, families and professionals, contributing to collaborative and solution-focused working.
6. **Leading by Example:** Models best practice, maintains professional standards and positively influences others to deliver high-quality support.
7. **Promoting Inclusion:** Champions dignity, equality, diversity, autonomy and inclusion, ensuring equitable opportunities and outcomes for all individuals.

8. **Self-Management:** Works autonomously, manages competing priorities effectively and remains focused on delivering outcomes in demanding environments.

Travel and Residence

Regular travel will be required across services and provisions throughout England and Wales. This may occasionally include overnight stays, in line with organisational requirements and business need. The post holder must be able to work flexibly to meet the needs of the service and support delivery across multiple locations.