

<b>Role Profile:</b>	<b>POSITIVE BEHAVIOUR SUPPORT WORKER</b>
<b>Reporting to:</b>	<b>TEAM LEADER</b>
<b>Responsible for:</b>	<b>Working as part of a team of specialist support workers to deliver a person-centred care and support service to one or more residents (referred to as "Core Members") with complex needs, coupled with behaviours that may challenge. Care and support provided will encourage interdependence and independence as far as possible in all areas of the Core Member's life, in a safe environment where their rights are protected and respected.</b>
<b>Main Job Purpose:</b>	
<ul style="list-style-type: none"> <li>To work as a key member of a team to deliver an excellent bespoke care and support service to one or more Core Members with complex needs, in the setting of a values-driven intentional community.</li> <li>To work within the framework of Positive Behaviour Support at all times.</li> <li>To ensure all Health &amp; Safety and statutory requirements of the service specification are met in accordance with the relevant regulations and the organisation's commitment to standards.</li> </ul>	
<b>Key Performance Measures:</b>	
<ul style="list-style-type: none"> <li>Delivering professionalism and excellence in respect of our Core Members' care, support, and general household living needs, within the context of L'Arche values and the principles of Positive Behaviour Support.</li> <li>Feedback from Core Members, Line Managers, families and other carers;</li> <li>Maintaining accurate and up to date records;</li> <li>Compliance with relevant Health &amp; safety legislation and regulatory requirements.</li> <li>Maintaining a professional approach to work at all times.</li> <li>Projecting a professional and reputable image for L'arche Belfast and acting as an ambassador for the organisation at all times.</li> </ul>	
<b>Detailed Responsibilities of this role:</b>	
<p>In fulfilling this role the job holder undertakes the following activities:</p> <ul style="list-style-type: none"> <li>To provide emotional and practical support, advocacy and information to our Core Members.</li> <li>To help our Core Members meet their personal care needs sensitively and appropriately to a high standard, including personal hygiene, support with medication management, assistance with household tasks, and preparing meals.</li> <li>To assist the Team Leader with referencing (aka "key working") duties, in particular: <ul style="list-style-type: none"> <li>Supporting the Team Leader in their role, assisting with the induction and mentoring of new staff as needed.</li> <li>Assisting the Team Leader to ensure that all daily care records, care/support plans, core member risk assessments, action plans, and other referencing paperwork is up to date.</li> <li>Attending Trust care reviews as required and assisting the Team Leader with</li> </ul> </li> </ul>	

preparation for reviews.

- Support Core Members to actively contribute to the upkeep of their own house, and to ensure that their home is a safe and welcoming place.
- Participate in rotas, which may include day, evening, weekend and Bank Holiday working, and sleepover duties at night.
- Actively engage in providing Positive Behaviour Support (PBS) to our Core Members, including:
  - Engaging in and contributing to the development of Positive Behaviour Support Plans, ensuring that these plans are followed at all times.
  - Engaging in PBS Planning reviews as required.
  - Participating in all training programmes as and when required, in particular Positive Behaviour Support, Understanding Behaviours that Challenge, and Safety Intervention.
  - Actively seeking to increase the level of knowledge and competence in the area of Positive Behaviour Support.
  - Using the principles and strategies of PBS to prevent Core Members from becoming distressed, and to minimise the risk of behavioural incidents occurring.
  - Using principles and strategies of PBS to safely and effectively manage behavioural incidents in a way that protects Core Members' dignity and human rights, and minimises the risk of potential harm.
- Actively contribute to workplace health and safety assessments, follow health and safety procedures and participate in fire drills and audits.
- Report any maintenance and repair tasks in the house, to the Team Leader, and assist with following these up as required.
- Ensure all emergency procedures are followed, including the provision of First Aid when necessary.
- Assist our Core Members to lead active and fulfilled lives within the parameters of their Positive Behaviour Support Plans, including but not limited to:
  - Helping them to be contributing member of their local community.
  - Helping them to engage in a variety of social and leisure activities, suited to their interests.
  - Helping them to access a variety of services in the local neighbourhood and across the Belfast area.
  - Helping them to plan and take holidays, short breaks away, etc. based on their needs and interests.
- Be willing and able to engage with Safety Intervention training and practices to an appropriate level.
- Participate in rotas, which may include day, evening, weekend and Bank Holiday working and sleeping-in duties at night.
- Participate in opportunities provided for personal training and development, including implementation of an Individual Development Plan.

- Participate in regular supervision to: receive support, increase knowledge, identify training needs, evaluate work performance, aid and assess professional development.
- Participate in an annual appraisal co-ordinated by your Team Leader.
- Work within, and promote, the policies and procedures of L'Arche Belfast.
- Be an active and supportive Team member:
  - Treat everyone on the Team and all core members with respect at all times.
  - Help cover the work of the Team, during absence, vacancies, or when a colleague is under pressure.
  - Attend and contribute to weekly Team Meetings.
  - Promote and engage in effective communication within the Team and with other areas of the organisation.

*This Role Profile is not exhaustive and should be taken only as a general outline of the duties of the post-holder. It may be reviewed and varied periodically with due notice.*

	<b>Requirement: Essential = E    Desirable = D</b>	<b>E</b>	<b>D</b>
<b>EDUCATION and QUALIFICATIONS</b>			
<b>1</b>	A good standard of education to at least secondary level.	<b>X</b>	
<b>2</b>	Prepared to undertake additional qualifications and development in relation to social care management and understanding of learning disability.	<b>X</b>	
<b>3</b>	Level 3 Qualification in Social Care, or relevant professional or vocational qualification		<b>X</b>
<b>4</b>	Training in and/or qualifications in the provision of Positive Behaviour Support		<b>X</b>
<b>KNOWLEDGE</b>			
<b>5</b>	Understanding of and commitment to the Mission and Values of L'Arche	<b>X</b>	
<b>6</b>	Up to date knowledge of social care standards and regulations, and best practice	<b>X</b>	
<b>EXPERIENCE</b>			
<b>7</b>	At least two years of relevant experience of working with people with learning disabilities.	<b>X</b>	
<b>8</b>	Previous experience in person-centred care and support planning processes, including the development, production, and review of care and support plans and risk assessments.	<b>X</b>	
<b>9</b>	Previous experience working with behaviours which may challenge, within the context of Positive Behaviour Support.		<b>X</b>
<b>SKILLS</b>			
<b>TASK BASED:</b>			
<b>10</b>	Personally effective – excellent organisational skills, ability to prioritise and delegate	<b>X</b>	

11	Effective written and verbal communication and presentation skills	X	
12	Ability to work autonomously within a potentially stressful environment where behaviours that may challenge (including potential or actual aggression) may occur.	X	
13	IT literacy, in particular with Microsoft Office	X	
<b>OTHER</b>			
14	Hold a full current driving license and have access to a means of transport		X
15	Prior experience of L'Arche or of another intentional community		X