

Job Description & Person Specification

Position: Behaviour Practitioner

Reports To: Positive Behaviour Support Manager

Contract: Permanent

Hours Per week: 35

Our Values and Behaviours

To act in accordance with “Our Values and Behaviours” at all times when delivering your role, ensuring that “Kindness”, “Respect”, “Belonging”, and “Empowerment” are fundamental to your behaviour.



In addition to undertaking the accountabilities as outlined below, the post holder will be expected to fully adhere to all Norwood policies and procedures which are referenced in the employment contract and Norwood's intranet.

Role Summary

To improve quality of life, independence and wellbeing through Positive Behaviour Support (PBS), delivering assessment, intervention, training and service improvement across supported services.

Key Accountabilities

- Complete functional assessments and behavioural assessments.
- Develop, implement and review Positive Behaviour Support Plans.
- Conduct observations, behavioural monitoring and data analysis.
- Design proactive and reactive support strategies.
- Support individuals during crisis situations and reduce placement breakdowns.
- Promote independence, choice and quality of life outcomes.

Service Support and Practice Leadership

- Provide specialist PBS advice and guidance.

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Date Updated:

- Coach, mentor and role model best practice.
- Support teams to embed PBS into everyday practice.
- Promote active support and continuous improvement.

Training and Development

- Deliver PBS and related training.
- Provide coaching and competency assessments.
- Act as a PBS resource for staff and managers.

Quality Assurance and Governance

- Audit PBS implementation and service quality.
- Review incidents and behavioural data.
- Support restrictive practice reduction and STOMP principles.

Safeguarding and Risk Management

- Identify and escalate safeguarding concerns.
- Support ethical, person-centred risk management.
- Contribute to risk assessments and behaviour support strategies.

Communication and Partnership Working

- Work collaboratively with families and multidisciplinary teams.
- Attend reviews and meetings.
- Produce high-quality reports and recommendations.

Research and Continuous Improvement

- Maintain knowledge of current PBS best practice.
- Evaluate outcomes and contribute to service development.

Person Specification

	Essential	Desirable	Evidence
Qualification(s)	- Degree in Psychology, Health and Social Care, Nursing, ABA or related	-	Cover Letter / CV / Onboarding

	field; Full UK Driving Licence.		
Experience	- Experience supporting people with learning disabilities and/or autism, developing PBS plans, undertaking assessments and training staff.	-	CV / Interview / Onboarding
Knowledge & Training	- PBS, safeguarding, MCA, autism, mental health, data analysis and report writing.	-	Cover Letter / CV / Interview
Personal Qualities & Attributes	- Compassionate, resilient, person-centred, organised and committed to continuous improvement.	-	Cover Letter / CV / Interview

All roles require a DBS check and satisfactory clearance under Norwood's safer recruitment policies. We are committed to safeguarding the wellbeing of our people and maintaining a respectful, safe environment.

This job description is not exhaustive and may be updated as accountabilities evolve.