



Job Description

Job Title:	Behavioural Specialist
Reports to:	Therapies Lead
Department:	Specialist Support and Pastoral Services
Salary:	£29,923 - £33,762 per annum (FTE) (depending on experience)

Overall Purpose

To work within the Specialist Support and Pastoral Services Team to provide a wrap-around service of support that enables students to access education and acquire the most important skills that they need for their future lives. Gaining behavioural skills that will enable them to live inclusively in society, develop and maintain meaningful relationships and be able to access day activities, for example work and/or further learning. and in accordance with our organisational values:

Equality

Empowerment

Respect

Sustainability

Core Duties

Behaviour Specialist responsibilities:

- The post-holder will be involved in developing and conducting assessment activities related to the need for behavioural interventions and designing, implementing and monitoring behaviour analysis data.
- Undertaking specialist assessments, including completing functional assessments of behaviours that can challenge to inform a recommended behaviour support plan.
- Working with students and staff to develop interventions that are shared (with consent) with the students' families/carers and groups.
- Monitoring and evaluating the effectiveness of behavioural interventions in order to evidence progress reports and summaries.
- Providing advice, education, information and training to students, staff, families, carers, on best practice behavioural interventions.
- To support colleagues through coaching and training to develop their own practice.
- To develop policy and practice that enables a culture of positive behaviour management.
- To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.
- To update student records.
- To attend and contribute to multi-disciplinary meetings as requested.
- To work with various staff teams to ensure maximum positive impact.
- Liaising with other parties such as social worker, parents, outreach, psychiatrists etc.
- Contributing positively to a high quality care, teaching and learning environment.

General Responsibilities for all Staff:

- Ensure that all beneficiaries are treated with dignity and respect.
- Empower students and residents to maintain their personal independence and confidentiality.
- Contribute positively to a high-quality teaching, learning and caring environment.
- Comply with health & safety and safeguarding regulations.
- Any other reasonable duties commensurate with role as required.

Person Specification

Education & Qualifications

Attribute	Criteria	Evidence
Related degree (ABA / PBS 2:1)	Desirable	App Form & Certs
Level 2 English and maths	Essential	App Form & Certs
Level 2 Autism (or willing to gain)	Essential	App Form & Certs
BACB / UKSBA certified	Desirable	App Form & Certs
Level 5 PBS qualification	Essential	App Form & Certs

Experience, Knowledge & Abilities

Attribute	Criteria	Evidence
Experience of Functional Behaviour Assessments and writing Behavioural Support Plans	Essential	App Form & Int
Experience and understanding of the psychological needs and difficulties of people with neurodevelopmental conditions	Essential	App Form & Int
Experience of working with people with learning disabilities, mental health problems and neurological disorders	Essential	App Form & Int
Experience of delivering support and training to peers	Essential	App Form & Int

Interpersonal Skills & Qualities

Attribute	Criteria	Evidence
Effective communication skills both written and verbal in order to write reports, deliver presentations and represent the organisation externally	Essential	App Form & Int/Test
Ability to manage conflicting priorities	Essential	App Form & Int/Test
Ability to demonstrate analysis and interpretation of data in order to develop interventions	Essential	Test
IT literate and ability to use software	Essential	Int & Test
Ensures that the safeguarding and care of students is prioritised	Essential	Int
To be a reflective practitioner who uses acquired learning to ensure a consistent approach to maintaining high standards and ensuring mistakes are not repeated	Essential	App Form & Int

Note: This job description and person specification is not an exhaustive description – it is a guide and will be subject to review to meet the service/business needs.