

JOB DESCRIPTION

POST: Lead Practitioner, Therapy and Behaviour

GRADE: Range 6

RESPONSIBLE TO: Head Teacher

PATTERN: Full time, 40 weeks per year

JOB PURPOSE

- To enhance the quality of life of Kite Ridge students and their families.
- To support Kite Ridge families so they are better equipped to meet their child's needs.
- To support the development, implementation and evaluation of positive behaviour support and therapeutic interventions, predominantly, but not exclusively within home and school environments.
- To be an Advanced Team Teach Tutor; working with other ATTTs to train all members of staff, continually monitor correct practice and ensure all training is up to date and of a high standard.
- To be the Deputy Designated Safeguarding Lead (DSL).

GENERAL RESPONSIBILITIES

- To support and oversee work alongside a dedicated team of educationalists and therapists, to provide a co-ordinated and integrated individualised curriculum for our children and young people.
- Provide comprehensive assessment of behaviours of concern including physical aggression, verbal aggression, self-injurious behaviour, toileting, feeding and sleeping concerns within a Positive Behaviour Support and therapeutic framework.
- To assist in the formulation and implementation of plans for the formal therapeutic treatment and/or management of students presenting difficulties, based upon an appropriate conceptual framework of the client's difficulties and employing methods based upon evidence of efficacy.
- To work collaboratively with key stakeholders and other agencies in the production of comprehensive positive behaviour support plans and intervention that draw upon a range of evidence-based practices.
- To work directly with our families and other agencies to support the effective implementation of positive behaviour support plans if and when required.
- To develop creative and flexible ways of using therapeutic techniques with students and families.
- To oversee the development and review of positive behaviour support and therapy support plans in conjunction with staff, students and their families.
- To maintain the highest standards of record keeping and report writing in accordance with Policies and Procedures.

RESPONSIBILITIES IN REGARD TO TEACHING, TRAINING AND SUPERVISION

- To line manage the Senior Practitioners for Behaviour Support and Therapy Support.
- To participate in regular clinical supervision in accordance with professional practice guidelines.
- To actively participate in managerial supervision.
- To actively participate in the appraisal process.
- To provide regular support to other staff members in the implementation of positive behaviour support plans.
- 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, in consultation with the Headteacher.
- To maintain an active engagement with current developments in the fields of Applied Behaviour Analysis, Learning Disability, Autistic Spectrum Disorder, Challenging Behaviour and Mental Health and related disciplines – OT, sensory and Speech & Language Therapy.
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
- To develop skills and competencies that assist in the delivery of current duties.

MANAGEMENT, RECRUITMENT AND SERVICE DEVELOPMENT

- To assist in the design and implementation of the School Development Plan, as required, as part of the Senior Leadership Team and under the supervision of the Headteacher.
- To attend weekly Senior Leadership Team meetings in which service developments are planned and discussed.
- To alert the Headteacher on aspects of the service where practice and/or organisational matters need addressing.
- To participate in recruitment as required by the Headteacher.

INFORMATION MANAGEMENT

- To update databases and/or spreadsheets as appropriate in order to monitor students' outcomes.
- To adhere to policies and procedures with regards to the use of IT.

RESEARCH AND SERVICE EVALUATION

- To undertake data collection, analysis, the production of reports and summaries, using IT and statistical programmes.
- To utilise theory, evidenced based literature and research to support evidence-based practice in individual work and work with other team members.

OTHER QUALITIES

Physical effort

- The post-holder will be required to travel across county for service duties, as necessary and service development; for this purpose, the post-holder should have access to and be licensed to drive an appropriate mode of transport.
- Team Teach: there is an expectation that, on occasion, you will need to use physical intervention to maintain the safety of students in crisis.

Mental effort

- The post-holder will be required to be involved in the planning and organisation of activities requiring formulation and action planning.
- To maintain a high degree of professionalism when working in settings where there is a highly emotive atmosphere.
- The post-holder will be required to maintain intense concentration whilst engaged with students and the student's family.

Emotional effort

- The post-holder will be required to work with young people whose behaviour is personally challenging and deal with frequent exposure to highly distressing or highly emotional circumstances.
- To maintain a high degree of professionalism when working in settings where there is a highly emotive atmosphere. This will require resilience.

Working conditions

- The post holder will work as part of a supportive team both in school and in family homes.
- The post holder may be required to undertake a number of community visits and may be exposed to aggressive behaviour.

The duties of this post will be reviewed annually and may vary from time to time without changing their general character or level of responsibility entailed.