

ROLE DESCRIPTION: POSITIVE BEHAVIOUR SUPPORT CO-TRAINER

- Title of post:** Positive Behaviour Support (PBS) Co-Trainer
- Hours:** Flexible, depending on demand/bookings (may range between 2 to 4 days per month; work not guaranteed)
- Salary:** Trainers work on a free-lance or casual basis. Current rate is £200 per day. All trainers are paid the same rate, with adjustments for the legal status of their employment – this will be confirmed on contacting CBF. All travel for the role is paid for by CBF. Secondment arrangements also considered.
- Location:** Various: trainers will be expected to be able to travel as required, including overnight stays as necessary. Some training may be delivered on an online platform (e.g. Zoom).

OBJECTIVES:

- CBF's PBS workshops aim to equip family carers and professionals caring for individuals with severe learning disabilities* to understand challenging behaviour and to develop appropriate individualised PBS strategies.
- PBS co-trainers deliver CBF workshops in partnership with family carer co-trainers, using a training package that has already been co-produced.
- CBF workshops may be delivered to groups of family carers, professionals, and to mixed groups of family carers and professionals together. Please see the CBF website for details:
www.challengingbehaviour.org.uk/workshops
- To collect information about workshop attendance and participant feedback for evaluation purposes.

QUALIFICATIONS AND EXPERIENCE

All PBS Co-trainers will be expected to have:

- a) significant practical experience supporting children or adults with severe learning disabilities* whose behaviour is described as challenging
- b) relevant training or qualifications in PBS
- c) understanding of the needs of family carers, the issues they face and

- demonstrate empathy with families
- d) strong verbal communication skills in front of an audience
- e) ability to facilitate group discussions
- f) good organisational and time management skills
- g) understanding of principles in line with CBF's aims, i.e. human rights approaches, reducing the use of restrictive practices.

Experience of delivering training to family carers or professionals an advantage.

***NOTE:** Children/adults with severe learning disabilities have limited communication skills (often no verbal communication) and need help with daily living skills such as eating and dressing.

CBF INDUCTION AND TRAINING:

Completion of CBF Welcome Workshops is an essential pre-requisite to undertaking any paid or voluntary work for the CBF.

Welcome Workshops for prospective co-trainers will be run as a 3 day workshop, across 3 consecutive weeks. The sessions serve as an introduction to the CBF, the charity's aims and principles and allow participants to experience CBF training workshops first hand. Topics covered include: rights, the use of restrictive interventions and safeguarding.

Applicants will be asked to prepare for and present a pre-written training session to the group, as part of the workshops. This presentation will be assessed.

Note: Attendance at Welcome Workshops does not guarantee acceptance as a probationary trainer and does not guarantee any future paid work with CBF.

PROBATIONARY TRAINING PERIOD

After completion of Core Training, PBS co-trainers may be invited to become a probationary co-trainer for the CBF. During this period, co-trainers are supported to deliver CBF workshops in partnership. Even for the most experienced of trainers, delivery with a co-trainer requires practice, and CBF personnel will attend a number of initial training events with new trainers to provide support as required and to monitor progress.

Note: During the probationary period, co-trainers will be paid at half the standard daily rate (minimum two workshops / one set).