

## **ROLE DESCRIPTION: POSITIVE BEHAVIOUR SUPPORT CO-FACILITATOR**

<b>Title of post:</b>	Positive Behaviour Support (PBS) Co-Facilitator
<b>Hours:</b>	Flexible, depending on demand/bookings (likely to range between 2 to 6 days per month; work not guaranteed)
<b>Salary:</b>	Facilitators work on a free-lance or casual basis (Daily training rate competitive and currently under review) Secondment arrangements also considered. Please ask for details.
<b>Location:</b>	Various: Co-Facilitators will be expected to be able to travel as required, including overnight stays as necessary

### **OBJECTIVES:**

CBF PBS workshops aim to equip family carers and professionals caring for individuals with severe learning disabilities\* to understand challenging behaviour and to develop individualised PBS strategies.

PBS Co-Facilitators deliver CBF workshops in partnership with family carer co-trainers and a professional trainer.

CBF workshops may be delivered to groups of family carers, professionals, and to mixed groups of family carers and professionals together. Please visit the CBF website ([www.challengingbehaviour.org.uk](http://www.challengingbehaviour.org.uk)) for details.

**\*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.

### **PERSON SPECIFICATION: WORKSHOP CO-FACILITATOR – POSITIVE BEHAVIOR SUPPORT (PBS)**

#### **Essential Criteria:**

#### **Qualifications (this is relevant for professional PBS practitioners only):**

- Relevant qualification/s in a related field. Training or certification in Positive Behavior Support.

**Experience:**

- Demonstrable experience as a Positive Behavior Support (PBS) practitioner **OR** as a family carer of an individual/s with a learning disability with a significant focus on PBS.
- Proven success in implementing PBS strategies in diverse settings, showcasing a deep understanding of the practical applications of PBS principles.

**Knowledge in PBS:**

- A good understanding of Positive Behavior Support principles, methodologies, and best practices. (For professionals this would mean a relevant qualification).
- Ability to share practical insights into implementing PBS strategies effectively.

**Communication Skills:**

- Excellent verbal and written communication skills.
- Ability to convey complex PBS concepts in a clear and accessible manner.
- Proficient in adapting communication style to suit diverse audiences, including professionals and family members.

**Facilitation Skills:**

- Proven ability to facilitate engaging and interactive workshops.
- Skills in creating a participative and inclusive learning environment that encourages active involvement and discussion.

**Collaborative Team Player:**

- Demonstrated ability to work collaboratively within a team environment.
- Willingness to contribute to the development of workshop content and materials.
- Actively participate in CBF quality monitoring process and be able to reflect and adapt training based upon this.

**Passionate about creating Positive Change:**

- Genuine passion for empowering families and professionals through education and support.
- Commitment to promoting the rights and well-being of those with challenging behavior and learning disabilities along with their families

that support them

**Adaptability:**

- Ability to adapt to the unique needs and challenges of diverse workshop participants.
- Flexibility to modify workshop delivery based on participant feedback and evolving best practices in PBS.

**Desirable Criteria:**

**Previous Training or Workshop Facilitation Experience:**

- Previous experience facilitating workshops, training sessions, or educational programs.
- PBS co-facilitators will also be expected to demonstrate empathy with families and an understanding of issues facing family carers.
- Familiarity with adult learning principles and effective training methodologies.

**Networking and Advocacy:**

- Experience in networking with other professionals in the field of challenging behavior.
- Involvement in advocacy initiatives related to challenging behavior and learning disabilities.

**Note:** All PBS Co-Facilitators are required to attend CBF Core Training and to complete an initial probationary training period, as described below.

**CBF CORE TRAINING:**

CBF 'Core Training' is an essential pre-requisite to undertaking any future paid or voluntary work for the CBF. If accepted to attend 'Core Training', overnight accommodation (if required) will be paid by the CBF.

'Core I' (2 days) serves as an introduction to the CBF and allows participants to experience CBF training workshops first hand.

'Core II' (1 day) covers issues such as identifying and reducing the use of restrictive practices, for example the use of medication or restraint, child and

adult protection policy, person-centred planning and partnership working.

This day also provides the opportunity to deliver a short presentation on PBS with a co-trainer.

Both Core I and Core II provide the opportunity for PBS and family carer co-trainers to meet and get to know each other, with a view to forming longer term partnerships for training delivery.

**Note: Attendance at Core Training does not guarantee acceptance as a probationary Facilitator and does not guarantee any future paid work with CBF.**

### **PROBATIONARY TRAINING PERIOD**

After completion of Core Training, PBS Co-Facilitators may be invited to join CBF's 'probationary training' scheme. 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 (up to two workshops).