

Job Profile

Job Title	PBS (Positive Behaviour Support) Support Worker		
Job Reference No.	HOMEJD745	Date of issue:	June 2026

The job in a **nutshell...**

You'll be part of a team of PBS Support Workers centred around a customer with complex presentation, which may include, learning disabilities, mental health issues, autism and communication differences alongside ongoing physical health conditions. They may also have a forensic background.

You will work under the supervision of your Team Leader to deliver support to customers with any aspect of their day to day living and record and escalate appropriately. You'll work in a person-centred, strengths-based and psychologically informed way, so they can enjoy the best possible quality of life.

What **success** will look like...

Support and interventions are delivered in a person-centred, strengths-based and psychologically informed way, working with the Team Leader, our clinical colleagues and managers, and by involving customers and their support network in the creation of their LIFE book. Thereby ensuring that customer's aspirations and preferences are achieved, and their needs are met.

Personal care (for example bathing, toileting and dressing) is delivered in a psychologically informed, person centred, and strengths based way to facilitate increased independence. This may involve providing direct support with more complex aspects of personal care.

Customers are living their happiest life through regular interaction with their family and friends, and the wider community. They will be instrumental in delivering with enthusiasm a rich programme of activities, important to and for our customers, aimed at reducing social isolation and improving their quality of life, health and wellbeing.

Health determinants are improving through collaborative working with colleagues and external organisations, for example, medicines optimisation using STOMP principles, aimed at keeping customers safe in the community and avoiding hospital admissions.

You'll already have these **brilliant** skills, qualifications and knowledge...

Transferable Skills.	Technical qualifications, experience and knowledge.
We get where our customers are in their lives • Listening to customers to understand their needs • Recognise each customer is different and adopt a flexible, personal approach • Walk in our customers' shoes	Passionate and able to support customers to live their best life • Regular interaction with their family and friends • Reducing social isolation • Improving their quality of life, health and wellbeing
We have an eye for detail • Working in a safe, effective, caring, responsive and well-led way. • Applying legislation and working within policies and procedures. • Using and recording information accurately and timely.	Experience of caring for others • Delivering person-centred care to facilitate increased independence • Assisting with personal care • Providing direct support with more complex aspects of personal care
We are intuitively collaborative • Work together to understand how our strengths complement each other in achieving our goals. • Work with others as part of one Home Group team. • Mentor and shadow others to share knowledge.	Experience of working on own initiative • Recording aspects of customers' daily living • Escalating issues appropriately • Using STOMP principles

We'd also love you to have, or be **brilliant** at... (but don't worry if not)

A Level 2 Diploma in Care or equivalent experience or willing to study for a Level 2 Diploma in Care. Experience of working with support plans, recording and using information concisely and effectively. Experience of working with the relevant customer group and a basic understanding of regulations relevant to role. Good numerical, literacy and digital skills. Basic understanding of safety and risk management.

Experience of working in Positive Behaviour Support framework

It would be great if you had experience of delivering active support.

We're all **accountable** for...

Health and Safety of our ourselves and others; put simply this includes taking the time to complete all learning, understanding your role-specific responsibilities, working with reasonable care and taking steps to address and report problems related to Health and Safety.

Taking a proactive approach to your learning and development to be the best you can be. This includes understanding and keeping up to date with all our relevant policies and processes as well as taking advantage of all the learning opportunities and resources available to you ... they're there for a reason but don't worry, we'll help keep you informed along the way.

Promoting equality, diversity and inclusion as a top priority at Home Group; leading by example in your actions and demonstrating our Brilliant People behaviours.

Keeping things compliant! You'll have role-specific and organisational goals but it's important you take these seriously and keep people and information secure and safe within the scope of doing your bit here at Home Group.

Comfortable operating in a modern digital workplace, including using digital tools to work collaboratively and productively.

Other **important** stuff...

Budget Holder	No		
Manages People	No		
Travel	Occasional	Driving Essential	No
DBS	None		

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