

Advanced Practitioner

Job Title: Advanced Practitioner

Responsible to: General Manager / Registered Manager

Brief description of job:

This is a significant position within each operational service having responsibility to support and develop the operational team to ensure that people we support receive a high quality, outcome-focused, personalised service which meets their needs. This will enable people to enjoy a fulfilling and valued life, to participate and to achieve their personal goals and desired outcomes.

Key Result areas:

1. To offer unconditional positive regard to people using Hesley Group services, to develop and sustain warm and trusting relationships with individuals and their families. To ensure that the voice of the individual is heard and is integral to decision making.

Working as part of the local senior management team, this role will involve developing and implementing bespoke plans to meet the individual needs of people as part of the multi-disciplinary team. To lead team reviews of activity support plans. This will enable people we support to have the best possible quality of life and to grow in confidence, competence and personal effectiveness in the following areas using a person-centred approach.

- Making connections
- Skill acquisition
- Using community resources and facilities
- Purposeful and meaningful engagement in activity
- Self regulation skills

2 To provide support to staff to implement Positive Behaviour Support and Active Support strategies to meet the individual needs of the people living within the service. Through this approach people will enjoy a wide range of activities within the home and community which meets their needs. People will develop a socially valued lifestyle which includes a varied range of culturally and age appropriate experiences, building on their strengths, interests and aspirations. People will be able to access social, leisure, work and educational opportunities.

3. To advise on best practice and to provide practice leadership and coaching to staff to enhance the lives of the people we support. This will involve observations and supervision of support staff.

Policy Document No: Per 1.1.1**Main Duties and Responsibilities**

4. Supporting the managers in ensuring staff are inducted, trained, developed, and working collaboratively together to provide a life of opportunity for the people we support.
5. Assessing the skills, values and knowledge of new and current staff against the standards that apply to their role in order to devise individual plans around their training needs.
6. Assessing the needs of the people we support and contributing to the Multi-Disciplinary Team (MDT) process and formulation of support plans.
7. Providing direct support for individuals and monitoring the implementation of agreed strategies to ensure successful outcomes for individuals.
8. Promoting a reduction in restrictive practices for people living within the service
9. Participating in team meetings and relevant external meetings with a view to improving outcomes for the people we support.
10. To remain vigilant and do everything possible to protect people who use our services and others from abuse of a physical, emotional, sexual, neglectful or financial nature. This includes an absolute requirement to report any incident of this nature you witness, hear about or suspect.
11. To undertake, as and when required, any additional tasks and responsibilities delegated by The Registered Manager / General Manger as are reasonably compatible with this job description and its objectives.

Communication and working relationships

12. To ensure clear and timely communication of information. It must be done in a professional manner, using a variety of methods, including the use of e-mail and computer-based systems.
13. To work collaboratively with members of the clinical and workforce development teams to ensure partnership working.
14. Liaison with supervisors and managers to assist planning for the release of staff to enable both mentorship and operational needs to be met.
15. To use the appropriate level of confidentiality where personal information is involved.

Policy Document No: Per 1.1.1

16 To contribute fully to making work teams effective by striving to build positive relationships. You must give and receive constructive feedback aimed at developing the quality of relationships and performance.

Health & Safety:

In carrying out the tasks in this job description you have a duty (under Health & Safety legislation) to take reasonable care for the health and safety of yourself and that of others. This implies taking positive steps to understand the hazards in the workplace, to comply with safety rules and procedures and to ensure that nothing you do, or fail to do, puts yourself or others at risk. This includes managing a safe and secure environment for staff and the people we support.

This organisation is committed to the protection and safeguarding of children and adults at risk, and promoting their welfare. Hesley Group, therefore, expects all staff and volunteers to share this commitment.

This post is subject to an enhanced level DBS Disclosure and Barring Check, including a check against the "Barred List" in respect of the Adults/Children's (delete as needed) Workforce.

Prepared by Human Resources Department Date: 25/03/2022

Jobholder Signed Date:

Manager Signed Date: