

## Role Brief: Practice Leader (PL)

2025

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|--------------------------|------------------------------------------------------------------------------------------------|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Post Title:</b>       | <b>Practice Leader</b>                                                                         | <b>Place of Work:</b>   | You will work on-shift.<br>You may also be required to attend meetings and training at an office or other space.<br>Remote working, regional and national travel may be required for specific assignments. |
| <b>Hourly Rate:</b>      | <b>£14.10 per hour</b><br>(£13.50 Base Rate + additional factors; 30p on-call; 30p Hub Leader) |                         |                                                                                                                                                                                                            |
| <b>Reports To:</b>       | Registered Manager                                                                             | <b>Working Pattern:</b> | Although your primary working pattern will be based on the relevant rotas for the people you support; you will be expected to work flexibly as required to fulfil the requirements of the role.            |
| <b>Responsible For:</b>  | Support Workers                                                                                |                         |                                                                                                                                                                                                            |
| <b>Contracted Hours:</b> | 40 hours per week                                                                              |                         |                                                                                                                                                                                                            |

## Person Profile...

| Values                |                                                                                                  |
|-----------------------|--------------------------------------------------------------------------------------------------|
| <b>Transparency</b>   | ... trust is built on telling the truth.                                                         |
| <b>Engagement</b>     | ... treat people like they make a difference, and they will.                                     |
| <b>Quality</b>        | ... don't just do it; do it well.                                                                |
| Attributes            |                                                                                                  |
| <b>Leader</b>         | ... takes personal responsibility, leads by example, and supports others to succeed.             |
| <b>Motivator</b>      | ... motivates people to think differently and engage. Brings a positive and infectious attitude. |
| <b>Self-starter</b>   | ... able to work under own initiative and motivated by an ambition to continuously improve.      |
| <b>Adaptable</b>      | ... adopts a flexible approach to the requirements of the role                                   |
| <b>Inquisitive</b>    | ... is curious. Driven to explore why, how, what, and when, to make improvements.                |
| <b>Communicator</b>   | ... communicates confidently, concisely, and clearly. Listens carefully to ensure understanding. |
| <b>Reliable</b>       | ... can be counted on.                                                                           |
| <b>Resourceful</b>    | ... can find ways to overcome difficulties.                                                      |
| <b>Collaborator</b>   | ... values contributions of others. Enjoys working with people with a common purpose.            |
| <b>Person-centred</b> | ... the people we support are always at the centre of every decision and action taken            |

This position is a key role that requires compassionate and collective leadership qualities. Collective leadership means everyone taking responsibility for the success of the organisation as a whole – not just for their own role or work area. You will be required to engage in high levels of dialogue, debate, and discussion to achieve shared understanding about relevant service and organisational challenges across Havencare, to contribute to finding the right solutions.

## Essential Person Criteria

- Demonstrable attributes**  
*Refer to attributes above.*
- Relevant Experience**  
*Managing and developing others; supporting people with learning disabilities and autism; delivery of positive behaviour support, safeguarding people, performing to high standards in a CQC regulated environment.*
- Qualifications**  
*Recognised relevant professional qualification or equivalent (e.g. nursing / social care / management/team leading). Lv.2 or equivalent in functional skills (numeracy & literacy)*

## Accountability in Role

# Role Brief: Practice Leader (PL)

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## 1. Practice Leadership

## 2. Lead, manage and develop people

## 3. Co-produce services, developing and maintaining professional relationships with support networks

## 4. Support wider organisational risks, priorities, development, and projects

You will work on-shift, leading your team in outstanding practice. You will lead the principles of “nothing about me without me”, ensuring the supported person’s voice is heard and they are leading, or are involved in any way possible, in their support planning, delivery and review.

You will provide **Practice Leadership** in Positive Behaviour Support (PBS), including trauma-informed approaches. This includes but not exclusively:

- role-modelling and leading safe, caring, responsive, effective, and well-led services.
- planning, doing, monitoring, recording, and reviewing support, ensuring it always reflects the needs and wants of the supported person(s).
- planning, monitoring, reviewing and leading person-centred action on changes in:
  - o ↑ Quality of Life, ↑ Skill Development, ↓ Distressed Behaviour, ↓ Use of restrictive practices.
- Using principles of “PDCA”: Plan > Do > Check > Act in a continuous cycle; monitoring both actively (*e.g. observations*) and reactively (*e.g. incidents*)
- being curious about the functions (*reasons*) of distressed behaviours and how they may relate to previous trauma; investigating to understand how to plan and lead support in the least restrictive manner.
- leading the principles of “just enough support”. This includes skills teaching, active support, coproduction, and engagement in person-centred thinking, evolving the services around the people being supported.
- creating a capable environment where the person being supported, and their team, can thrive and have choices and opportunities that enable people to reach their potential and direct their own lives.
- maintaining every person’s right to privacy, self-determination, choice, dignity, and respect
- facilitating positive risk taking with an outcomes-focused (personal goals) approach
- continuous self-directed personal development in the latest best-practice thinking and application and cascading your learning to your teams.

You will **lead, manage, and develop people** including:

- leading your team in line with Havencare’s values: Transparency, Quality, Engagement.
- leading your team in the principles of Havencare’s People Strategy.
- interviewing, inducting, managing, and engaging your team with compassionate leadership.
- ensuring training and policies and procedures are applied in practice by you and your team.
- undertaking regular quality supervisions, appraisals, debriefs, team meetings and informal performance conversations with compassionate radical candour.
- manage the rota, with person-matched creative scheduling, arranging cover for absences, ensuring clocking, and timesheets are accurate for pay.
- leading staff observations (positive monitoring) and regular competency assessments

You will **co-produce services, developing and maintaining professional relationships with support networks**:

- leading the principles of “nothing about me without me” and the REACH standards.
- working in partnership with multi-disciplinary teams, including, but not exclusively: Social Workers, GPs, OTs, SaLT, Community Health Teams including Behavioural Practitioners
- working collaboratively with wider networks of support (including families and advocates)
- breaking down barriers and imbalances by understanding other perspectives
- ensuring services exceed regulatory (CQC) and contractual compliance.

You will be a proud part of Havencare’s Leadership and keen to support people and priorities that may not fall within your day-to-day remit. You will **support wider organisational risks, priorities, development, and projects**, including:

- actively promoting Havencare internally and externally.
- supporting your colleagues in other services and seeking their support in return.
- supporting and mentoring new people, teams, and Practice Leaders as Havencare reaches more people.