**Job Title:** PBS and Physical Intervention Trainer

**Location: Remote with extensive travel and possible overnight stays**

**Job Type:** Full time (40hrs PW Monday-Friday)

**Salary:** £30,000 + £5000 car allowance

**Reports to:** PBS Development Lead

**About the service**

Swanton Care & Community is a national provider of care and support with a diverse range of services. The people we support have complex needs, they may have autism, learning disabilities, mental health issues or need rehab in a specialist nursing service. We believe that with the right support everyone can achieve greater independence and fulfilling lives, as each person we support is at the heart of all services we provide.

**Role overview:**

We are seeking a passionate and experienced trainer to join our team within a national high-quality care provider providing support across England and Scotland. The ideal candidate will be responsible for delivering face to face RRN accredited training programmes outlined by NAPPI UK to support maintaining our organisational training compliance. Equipping teams with the skills and knowledge to manage behaviour safely, respectfully, and within legal and organisational guidelines. The trainer will promote the use of proactive strategies to minimise the use of restrictive practices and ensure the safety and wellbeing of staff and people we support.

There will be an expected delivery of 3-4 days’ worth of training per week with a day to complete administrative tasks. As a large organisation, there will be an expectation that the trainer will travel to different locations and there may be requirement to stay overnight, so must be a driver with access to their own vehicle. All travel and accommodation is paid for, and dates will be agreed at least 3 months in advance. The role sits within our quality team and joins Swanton at an exciting time as we embed a new organisational PBS Strategy focused on a more sustainable and systemic approach.

**Key responsibilities:**

* **Deliver NAPPI UK training courses in accordance with NAPPI’s curriculum and certification requirements (or other RRN accredited courses)**
* Promote person-centred approaches, emphasising positive behaviour support approaches and the reduction of restrictive practices.
* Train and assess staff in the safe use of approved physical interventions, ensuring competency and legal compliance.
* Ensure all training is aligned with relevant legislation including the Mental Capacity Act, Human Rights Act, Health and Safety at Work Act, and relevant sector guidance (e.g., CQC, Ofsted).
* Adapt training delivery to suit learners with diverse needs, roles, and responsibilities.
* Stay up to date with developments in NAPPI methodology, legislation, and sector-specific requirements through regular CPD.
* Promote a positive, respectful culture that upholds dignity and human rights
* **Complete administrative training tasks**
* Maintain accurate records of attendance, assessment outcomes and risk assessments on digital systems
* Be involved in planning and coordinating training sessions with local teams
* **Provide consultation on prescribing physical interventions for people we support** 
  + Ensure approaches taken are least restrictive
  + Provide advice and guidance to managers around process and support with legal mental capacity frameworks
* **Work in partnership with the PBS practitioner and operational teams to reduce restrictive practices and meet organisational training compliance**

**Qualifications and Experience:**

* **Education:**
* Essential: Certified NAPPI Uk trainer (can be provided), Education and Training qualification, health and social care/relevant qualification to L2 or above and Emergency First Aid at Work (can be provided)
* **Experience:** 1 + year of training experience is essential, 3+ years working with adults or children with Autism, Learning disabilities who present with behaviours of concern
* **Knowledge:** In- depth knowledge of support needs of people with Autism, learning disabilities and mental health disorders. Sound understanding of PBS and least restrictive practices, including the mental capacity act legislation.
* **Skills:**
  + Proven training delivery, coaching and providing feedback
  + Excellent written and verbal communication skills
  + Good time management
  + Effective record keeping
  + IT and systems literate
* **Attributes:**
  + Must be a driver with access to own vehicle
  + High level of integrity and professionalism
  + Ability to work independently and as part of a team
  + Strong organizational skills
  + Willingness to undertake travel, including occasional overnight stays
  + Commitment to person-centred, trauma-informed, and least-restrictive approaches

**Benefits:**

* Opportunity for professional development and training
* Flexible working arrangements
* Supportive and inclusive work environment

**How to Apply:**

Interested candidates should submit their CV and a cover letter detailing their relevant experience and qualifications to [Charlotte.harrison@swantoncare.com](mailto:Charlotte.harrison@swantoncare.com)