

## Purpose and Scope

The Management of Access4u are committed to the implementation of positive behaviour support that also protect the rights of people with disability to privacy, dignity and respect within a safe environment.

Individuals exhibiting behaviours of concern or who have complex support needs may display behaviours that are life threatening, dangerous to others, or significantly restrict the Individuals learning or access to the community.

People with a cognitive disability may use behaviour as a means of communicating a problem or health issue, as they may not be able to express themselves in other ways.

A range of service delivery options and specialist support services will be provided to support people with behaviours of concern in line with that person’s NDIS plan, their goals and aspirations.

Positive Behaviour Support is a way of supporting people to improve their quality of life. This includes changing the environment and factors that contribute to a person’s behaviour of concern. It also focuses on increasing choice and control for the person with a disability and develop their skills.

Positive Behaviour Support also aims to re-design the environment in both prevention of and responses to behaviours of concern by:

- Improving communication (supporting the person to learn another way to communicate their message)
- Supporting positive relationships
- Enhancing active participation in meaningful activities, such as through the Active Support model to develop the skills of the person using the behaviour of concern to help them using alternative positive strategies
- Experiencing success and personal satisfaction across a variety of settings including recreational, social, community and family settings
- Developing more appropriate ways to communicate their needs
- Developing skills in daily living that meet potential gaps in being able to participate in meaningful activities.

## Responsibilities and delegations

This policy applies to	Governing Body. Staff and Volunteers
Specific responsibilities	<p><b>The Board</b> – Responsible for ensuring effective governance mechanisms are in place.</p> <p><b>The CEO and Managers</b> – Responsible for monitoring and ensuring adherence to Policy and related procedures. Ensure due diligence and take reasonable steps to ensure Access4u are meeting their obligations. Ensure objectives of the policy are achieved.</p> <p><b>Staff</b> – Responsible for adherence to this and related policies, procedures and forms that support this policy.</p>
Policy approval	CEO

# Implementing Positive Behaviour Support Policy & Procedure

Policy context – this policy relates to:	
Standards	National Disability Insurance Scheme Quality and Safety Framework NDIS Quality and Safeguards Commission Consent and Restrictive Practices documents. United Nations Convention on the Rights of Persons with Disabilities 2006
Legislation	National Disability Insurance Scheme (Provider Registration and Practice Standards) Rules 2018 National Disability Insurance Scheme Act 2013 Disability Discrimination Act (DDA) 1992 The Disability Services Act SA 1993 Australian Human Rights Commission Act 1986
Contractual obligations	NDIS Code of Conduct NDIS Registration as a Provider
Organisation policies and procedures	Eliminating Restrictive Practices Policy Restrictive Practice Operating Procedure
Forms, record keeping, other documents	PBSP Plan template PBSP & Crisis Management Plan template Antecedent Behaviour Consequence Chart (ABC Chart) Consent Arrangement Profile Monthly Recording Chart of Authorised RP Restrictive Practice consent form

Definitions	
<i>Behaviour of Concern</i>	<i>Culturally abnormal behaviour/s of such intensity, frequency or duration that the physical safety of the person or others is likely to be placed in serious jeopardy, or behaviour which is likely to seriously limit use of, or result in the person being denied access to, ordinary community facilities (Emerson 2001, Australian Psychological Society 2011, Office of the Senior Practitioner, Victoria)</i>
<i>Positive Behaviour Support</i>	<i>Approved methods used to support individuals to improve their quality of life and reduce behaviours of concern.</i>
<i>Positive Behaviour Support Plan</i>	<i>A document of planned strategies based assessments and used consistently by all staff to support a person to behave in a socially appropriate manner.</i>
<i>Intervention</i>	<i>A method used to assist / support a person to make more appropriate behavioural choices.</i>
<i>Least Restrictive Alternative</i>	<i>The service provision or intervention strategies utilised to meet a person's needs are those which least intrude on the person's human and legal civil rights, are likely to be effective in meeting the person's needs, and are consistent with the best interest of the person, their</i>

	<i>peers, carers and general community.</i>
<i>Specialist</i>	<i>Medical Practitioner, Psychiatrist, Occupational Therapist, Speech Pathologist, Psychologist, Behavioural Support Practitioner or other NDIS registered behaviour professional.</i>

## Policy Statement

Positive Behaviour Support is achieved by:

- Applying best practice strategies and contemporary practice to support positive behaviour support programs by empowering people to improve quality of life and manage their own behaviour by building on communication skills, user friendly resources and activities to maximise self-esteem.
- Providing training and supervision to staff so that programs are implemented effectively and people with disability are offered supports as prescribed by PBS Practitioner.
- Providing training and supervision to staff to avoid injuries or harm.
- Providing guidelines for the use of regulated restrictive practices and ensuring such procedures are only used with approval from specialist personnel. The application of regulated restrictive practices should occur only where other preventative measures have been considered and either deemed not appropriate or found ineffective, and are necessary in the circumstances of the individual case.
- Establishing systems for monitoring the use of medication and the use of regulated restrictive practices.

At times, people living with disability, like other members of the community need support with regard to strengthening their ability to choose to behave in a positive manner.

Positive and preventative approaches are usually effective in assisting people requiring positive behaviour support. Prevention of problems is more effective than trying to resolve problems once they have occurred.

Positive Behaviour Support Plans provide a documented description of how to support the person, and reinforce their capacity to choose to behave in a positive manner, and an outline of strategies to minimise the occurrences of any behaviours of concern. Positive Behaviour Support plans set appropriate staff responses, so as to provide a consistent approach across Access4u which are in the best interest of the person with disability.

Staff who work with people with a disability have a responsibility to maintain the welfare of the people with whom they work. Staff need to balance issues involving human rights and professional responsibilities.

All behaviour support programs must use the least restrictive method which will be effective and which are consistent with the best interests of both the person, peer groups and staff. However, at times it will be necessary to use behaviour support methods which intrude upon or restrict a person’s rights to ensure their safety or the safety of others and which require authorisation. The process for the authorisation of such practices is set out in the *Restrictive Practices Operating Procedure*.

## Procedure

### Responsibilities

Access4u as the implementing provider is responsible for implementing plan, facilitating process, providing documentation around data collecting, review and monitoring.

*Management* - Ensure Positive Behaviour Support is promoted in teams through modelling, mentoring and training of staff. Ensure staff have training in Positive Support and receive refresh their learning as required. Actively engage with behaviour Support practitioners and ensure they are provided with all the information requested to provide the best support.

*Support Staff* - Ensure they access and apply training to apply positive support principles in their daily work. Follow positive behaviour support plans and protocols, and maintain documentation including progress notes, incident reporting.

*Support Coordinator* - responsible for ensuring that Improved Relationships funding is advocated for those people who have behaviours of concern.

*Behaviour Support Practitioners* - guide the implementing organisation by providing training and support.

### Positive Behaviour Support Plan

A PBSP is beneficial for all people with disabilities that have behaviours of concern but depends on funding.

People who are identified as needing support because of a behaviour of concern and have Restrictive Practices must have a PBSP.

It is the responsibility of the PBS practitioner to ensure where possible the individual and/or their advocate are aware of the plan and to whatever degree possible, they should be involved in the development and review of the plan as required.

All stakeholders to be engaged and mainstream services as necessary.

Staff have the responsibility to immediately raise concern or issues arising from the PBSP or the person's behaviour with their manager.