

## **BEHAVIOUR SUPPORT POLICY**

### **Objective**

In line with the Convention on the Rights of Persons with Disabilities (CRPD), Australian Childhood Trauma (ACT) Group recognises, upholds and promotes the human and legal rights of people living with a disability and their right to personal freedom. ACT Group is committed to positive behaviour support.

ACT Groups' Behaviour Support Policy meets the National Standards for Disability Services (specifically Standard 1: Rights); and the National Disability Insurance Scheme (NDIS) Quality and Safeguarding Framework Quality and Practice Standards (specifically support planning; responsive support provision; and implementing behaviour support plans). It complies with state and territory-based legislation and the NDIS (Restrictive Practices and Behaviour Support) Rules 2018.

### **Scope**

This policy applies to all ACT Group staff and students, guiding the expected standards of practice regarding positive behaviour support. This policy should be read alongside the Eliminating Restrictive Practices Policy

### **Principles**

ACT Group supports the use of positive behaviour support to effectively work with participants who use behaviours of concern, recognising that different approaches may be needed for different people in order to ensure each person has the same opportunities. Positive behaviour support is about working with families and carers to develop a shared understanding about why a person has a need to engage in behaviours of concern.

ACT Group recognises that positive behaviour supports are best developed in collaboration with participants, family, friends, carers, advocates and other stakeholders. Participants, their families and carers are the natural authorities for their own lives and are best placed to communicate their choices and decisions.

Positive behaviour support can help develop skills of the person displaying the behaviour of concern to enable them to experience success and personal satisfaction; develop more appropriate ways to communicate their needs; and develop skills in daily living thus building their capacity to engage in meaningful activities.

ACT Group expects staff to focus on positive behavioural strategies to address behaviours of concern, whether it is to be formally documented in a behaviour support plan. For example, some strategies might include using clearer ways of communicating, such as using pictures; or changing the environment to suit, such as reducing noise levels.

### **Behaviour Support Plans (BSP)**

A BSP plan is a document developed for a participant by an NDIS registered behaviour support practitioner. BSP plans are developed to outline the strategies and supports needed for the participant and relevant stakeholders to make positive changes and to minimise or eliminate the use of restrictive practices. The BSP plan should include strategies to develop the necessary skills and any environmental changes needed. It specifies a range of evidence-based and person-centred, proactive strategies that focus on the individual needs of the participant. This includes positive behaviour support to build on the person's strengths, increase their opportunities to participate in community activities and develop new skills. It also includes any restrictive practices that may be required, subject to conditions. BSP plans are developed in consultation with the participant, their family, carers, guardian, and other relevant people, as well as the service providers who will be implementing the plan.

ACT Group clinicians, as NDIS registered behaviour support practitioners, will work with the participant, informal supports, and any implementing providers to develop a behaviour support

plan that is based on a functional behaviour assessment. The behaviour support practitioner will ensure:

- The BSP contains strategies that are outcomes focused, person centred, and proactive, and that address the participant's needs and the functions of the behaviour;
- The BSP clearly identifies any regulated restrictive practices currently in use with the participant, as recommended by an external professional. If there are identified restrictive practices in use, the BSP must contain strategies to reduce or eliminate the use of restrictive practices with the participant over time.

ACT Group does not recommend or prescribe restrictive practices in the development of our Behaviour Support Plans. However, if a regulated restrictive practice is required to be included in a BSP, the ACT Group behaviour support practitioner will ensure:

- The use of a regulated restrictive practice is first discussed with, and authorized by, the Clinical Lead.
- A statement of intent to use a restrictive practice is given to the participant and their supports in an accessible format;
- The BSP is registered with the NDIS Commission to enable monitoring of regulated restrictive practices with regular reporting requirements adhered to.
- The BSP must contain strategies to reduce or eliminate the use of restrictive practices with the participant over time.

### **Roles and Responsibilities**

The ACT Group Executive Leadership Team is responsible for this policy. The Chief Executive Office or the appointed delegate is responsible for the procedures and practice required by this policy.

All client-facing staff must adhere to this policy and must participate in training on positive behaviour support and elimination of restrictive practices.

### **Training**

The ACT Group is responsible for providing clinical staff with access to training on positive behaviour support and the elimination of restrictive practices on a regular basis.

### **Compliance**

Staff found to be non-compliant with this policy are subject to appropriate disciplinary action by ACT Group including, but not limited to the following:

- Counselling;
- Further training and development;
- Demotion;
- Suspension;
- Warning;
- Referral to appropriate legal and regulatory bodies as appropriate;
- Termination of employment (with or without notice or any payment); or
- Termination of engagement (in the case of contractors);

### **Related Policies, Procedures**

- Eliminating Restrictive Practices Policy
- Safeguarding policy
- Code of conduct
- Privacy Policy
- Guide to working with NDIS clients
- Customer Charter
- Complaints policy

- NDIS Quality and Safeguards Commission Behaviour Support Competency Framework Version 1 May 2018 Positive Behaviour Support Capability Framework
- NDIS Commission “Your introduction to behaviour support”

#### Document Management

VERSION	DATE	SUBMITTED BY	POSITION	AUTHORISED BY	APPROVAL DATE
1	14/7/20	Yaso Samaranayake	Clinical Lead	Sophie Corbett, Yaso Samaranayake	22/7/20

#### Revision History

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