



Positive Behaviour Support Policy

Scope

This policy applies to anyone involved in the delivery of Brook RED NDIS services and supports.

Purpose

To provide guiding principles when supporting people with 'Behaviours of Concern' and to outline Positive Behaviour Support Plans (including the involvement of restrictive practices) and what we do at Brook RED to promote Positive Behaviour Support practices.

Principles

A behaviour of concern is any behaviour which causes stress, worry, risk of or actual harm to the person, their NSP, workers, family members or others around them. Examples of behaviours of concern include:

- Verbal or physical aggression
- Self-harm
- Destruction of property
- Impulsive or dangerous behaviour
- Withdrawn behaviour
- Socially inappropriate behaviour

Behaviours of concern develop as a way of communicating a need or indicating distress. Positive Behaviour Support is a comprehensive, person-centred approach which combines assessment, planning and intervention to meet the person's needs. It uses respectful collaboration with people and their families and evidence-based strategies with the aim to increase the quality of life of the person and manage behaviours of concern. This is done by:

- Understanding the purpose or function of the behaviour
- Identifying any environmental causes for the behaviours and modifying them
- Teaching the person new skills to meet their needs as an alternative to behaviours of concern

Positive Behaviour Support strengthens helpful behaviours through positive reinforcement rather than punishment, develops supportive environments that minimise challenges and anticipates where things might go wrong by planning to avoid such instances.

Following a comprehensive assessments of the person's needs and their environment, a Positive Behaviour Support Plan (PBSP) may be developed by a practitioner with relevant qualifications. The plan aims to summarise the positive supports required to address the person's unmet needs and to reduce and manages behaviours of concern. It should include strategies for improving quality of life through systems changes, skill acquisition and environmental redesign. The plan should provide information to all workers supporting the person on what they need to do to help the person to address the behaviour of concern.

Positive Behaviour Support Policy

A PBSP may be appropriate where:

- There are reasonable concerns over risk of harm or serious injury to a participant or to others
- Existing strategies have not been effective in managing the behaviour
- There are concerns over the use of existing strategies for other reasons
- The behaviour of concern may prevent other significant needs being met
- Existing strategies appear to prevent significant need being met
- The person is in jeopardy of being excluded from other services
- The capacity of the service is under significant stress

Interim Behaviour Support Plans

An Interim Behaviour Support Plan is a temporary plan created by a Behaviour Support Practitioner for a participant with no history of behaviours of concern who suddenly exhibits such behaviour. Such a need may arise when an incident occurs that involves a participant and the use of an unauthorised restrictive practice to prevent or reduce a risk of harm. As the use of a restrictive practice must be part of a documented behaviour support plan, an interim behaviour support plan provides a stopgap measure until a comprehensive positive behaviour support plan is put in place.

Policy

When supporting people who have behaviours of concern, Brook RED will:

- Encourage positive behaviour – Use a person-centred and strengths based approach
- Work in collaboration with Brook RED team members and external stakeholders involved in the PBSP
- Engage in positive skills building – including daily living, social and community settings and support them to communicate their needs
- Reduce restrictive practice approaches and if necessary only use these options as a last resort
- Provide relevant on the job training for workers, supervisors and managers
- Ensure workers have access to professional advice on behaviour support
- Ensure workers have suitable supervision and peer support
- Organise team and stake holder meetings with specialist providers to review and improve PBSPs

Consult the Brook RED Restrictive Practices Policy for further information about implementation of any restrictive practice in PBSPs.

Definitions of Terms Used

-

References

Brook RED Restrictive Practice Policy
 NDIS (Quality Indicators) Guidelines 2018
 NDIS (Restrictive Practices and Behaviour Support) Rules 2018

Positive Behaviour Support Policy

Document Control and Record of Changes

Version	Effective Date	Approved by	Summary of Change	Date of Next Review
Version 01	September 2019	Eschleigh Balzamo	Introduction of new policy	January 2020
Version 02	July 2021	Eschleigh Balzamo	Review and Update	July 2023

The General Manager has overall responsibility for this policy. If there are any questions regarding this policy, please direct these to the Business Services Manager or General Manager.