



## Positive Behaviour Support Policy and Procedure

### Purpose And Scope

The policy and procedure promotes positive behaviour support as a modern service delivery model used to achieve client goals and improve their quality of life while respecting their rights and dignity.

Where behaviours of concern require the formal implementation of positive behaviour supports, consult the Restrictive Interventions Policy and Procedure. This policy and procedure applies to the Directors, staff, students, contractors and volunteers and all potential and existing clients, their family members and other supporters.

This policy and procedure draws on, and aligns with, the Queensland Human Rights Act (2019) and The United Nations Convention on the Rights of Persons with Disabilities 2007, the Disability Act 2004 (QLD) and the Occupational Health and Safety Act 2004(QLD).

### Definition

Behaviour of Concern – according to The Australasian Society for the Study of Intellectual Disability (ASID) and the Australian Psychological Society:

“Any behaviour that is a barrier to a person participating in and contributing to their community (including both active and passive behaviours) that undermines, directly or indirectly, a person’s rights, dignity or quality of life, and poses a risk to the health and safety of a person and those with whom they live or work”<sup>1</sup>.

Behaviour Support Plan – A Behaviour Support Plan (BSP) must be in place for any person subjected to restraint and/or seclusion in disability services in Victoria. Consult the Restrictive Interventions Policy and Procedure for guidance on when a BSP is appropriate and how to manage BSPs.

Communication – Behaviour by which a person expresses any aspect of themselves, interaction with others or the environment around them.

Client Support Strategies – Developed for a person with a disability who is NOT subject to reportable restrictive interventions. Client Support Strategies specify a range of strategies used in managing the person’s behaviour, including proactive strategies to build on the person’s strengths and increase their life skills.

Positive Behaviour Support – Evidence based framework based on inclusion, applied behavioural analysis and person-centred values which has, as a primary goal, enhancing the quality of life of a person with a disability and a secondary goal of reducing behaviour of concern. It includes:

- systematically gathering relevant information,
- conducting a functional behaviour assessment,
- designing support plans, and
- implementation and ongoing evaluation.

Immediate response strategies for the management of serious episodes of the behaviour are also addressed, but there is a belief that the best behaviour support happens when the behaviour is not happening – hence the strong emphasis on proactive strategies.

Positive behaviour support is a multi-element approach which provides a clear values base, a defined process, and a sense of how to work with a person who displays behaviours of concern.

It promotes:

- comprehensive lifestyle change.
- a lifespan perspective.
- ecological validity.
- stakeholder participation.
- social validity.
- systems change/multi-component intervention.
- emphasis on prevention.
- flexibility in scientific practices; and
- multiple theoretical perspectives.

For positive behaviour support to be successful it requires:

- teamwork.
- seeing the person's strengths and being committed to the person's potential.
- valuing the person and seeing the behaviour in context.
- an appreciation that all behaviours have a purpose; and
- being positive.

Restrictive intervention – see the Restrictive Intervention Policy and Procedure for details on authorisation, planning, implementation, and reporting.

Skill – Any measured increase in capability to make a behavioural response that is adapted to, and in accord with the usual requirements of any cue that occurs in relation to any person.

## **Policy**

Abilify Support Services the dignity, worth, rights and developmental potential of people with a disability.

Abilify Support Services Community Care uses positive behaviour support principles when working with all people they support, including in situations where challenging behaviour or behaviours of concern are present.

Abilify Support Services commitment to using positive behaviour support when providing services ensures that support provided is individually optimised and strengths driven,

delivered in a capacity building and collaborative way.

## Procedure

### Positive Behaviour Support Model

- Formally, 'Positive Behaviour Support' refers to a documented, authorised, monitored and reviewed program (see the Restrictive Interventions Policy and Procedure).
- Informally, Abilify Support Services' staff will model their daily practice on Positive Behaviour Support strategies, with the primary goal of empowering individuals and enhancing their quality of life.

The strategies employed in Positive Behaviour Support are:

- Delivering inclusive, person-centred support that focuses on seeing the person's strengths and being committed to the person's potential.
- Communicating with clients using their preferred method.
- Offering options and supporting clients to make their own decisions as the minimum standard for all interactions in all environments.
- Proactively seeking opportunities to support and increase mainstream community access and build social relationships and networks.
- Proactively preventing behaviours of concern from occurring, through ensuring a client's needs are met, their method of communication is properly supported, and they are able to access those things they want or need.
- Appreciating that all behaviours have a purpose and do not occur in all contexts; and
- Being positive.

Staff will not use restrictive practices informally or without proper authorisation except in emergencies where:

- a client's behaviour threatens their own safety and wellbeing or that of another person.
- the use of restraint best preserves the client's dignity and follows the principle of 'the least amount for the shortest possible duration';
- the use of restraint is appropriately reported both internally and externally; o an analysis is conducted to ascertain:
  - ✓ the likely causes of the incident.
  - ✓ the continuing risk posed, and
  - ✓ the best strategies for treating that risk.

Where employee's feel a planned emergency, physical restraint may be required, the provider must notify the NDIS Commission within 5 business days of becoming aware of the use (see the Restrictive Interventions Policy and Procedure).

## **Behaviour Support Plans (informal)**

- Where participants require assistance with behaviours which do not qualify as 'behaviours of concern' the use of positive behaviour support principles should be documented in the Participants Support Plan.
- Employees should conduct an assessment using the Client Strengths and Needs Assessment tool, where appropriate.

Documented plans assist the client to their achieve goals by:

- acknowledging that the service takes them seriously and is willing to help.
- placing the client at the centre of decision making.
- promoting teamwork.
- promoting consistency across the client's environments.
- allowing the process to be monitored and reviewed in line with other supports on the Client Support Plan.

The development of plans should involve staff, the client, and their supporters in:

- Identifying the problem and defining the behaviour.
- Gathering information about the antecedents and consequences that are triggering and maintaining the behaviour.
- Forming a hypothesis by analysing the data to determine why the young person is demonstrating the behaviour.
- Suggesting replacement behaviours such as using the mode of communication with which they are most comfortable.

## **Responsibilities**

The Directors is responsible to ensure:

- that staff have access to relevant training in positive behaviour support and are able to demonstrate competence in supporting people using this approach.
- positive behaviour support and active support strategies are promoted through organisational practices and policies.
- that significant others are invited to participate in identifying the person's support needs.
- that clients who exhibit signs of having a poor quality of life have access to relevant professional services.
- the regular review of support practices.
- that debriefing and counselling are available to people involved in support, including family members, other clients and staff.

Employees are responsible to:

- ensure the daily safety and wellbeing of the client.
- use positive behaviour support and active support approaches when working with clients.

- to support the client using positive behaviours support principles, using a strengths based approach and respecting an individual's right to dignity of risk.
- to support the development of the client by following all procedures above and where relevant, as specified in any plans related to a client's behaviour support.
- to report the unauthorised use of restrictive interventions through agreed organisational processes; and
- to report the use of restrictive interventions (emergency) through agreed organisational processes.