

Specialist Behaviour Support

Record of Policy Development

Version	Date approved	Date of last review	Date for next review
1.3	October 2015	May 2020	April 2021

Responsibilities and Delegations

This policy applies to:	Board, CEO, Executive Team, Human Resources, Staff, Volunteers, Students, any individuals acting for and on behalf of Interchange
Policy Approval	Board

Policy Context – this policy relates to:

Standards	<ul style="list-style-type: none"> ● NDIS Practice Standards and Quality Indicators Behaviour Support Module and Implementing Behaviour Support Plans Module ● National Standards for Disability Services ● National Framework for Reducing and Eliminating of Use of Restricted Practices in the Disability Sector, NDIS ● https://www.ndiscommission.gov.au/providers/behaviour-support
Legislation	<ul style="list-style-type: none"> ● National Disability Insurance Scheme (Restrictive Practice and Behaviour Support) Rules 2018 ● Disability Services Act 1993 (WA)
Contractual obligations	<ul style="list-style-type: none"> ● NDIS ● Department of Communities
Organisation policies	<ul style="list-style-type: none"> ● Eliminating Restrictive Practice ● Occupational Safety and Health ● Critical Incidents ● Advocacy ● Protecting Customer’s Human Rights ● Feedback and Complaints
Forms, record keeping, other documents	<ul style="list-style-type: none"> ● Behaviour Support Plan ● Incident Reports ● Feedback and Complaints Form ● Case Notes ● Risk Assessments ● Support Plan (iPlan) ● ABC and Daily Recording Charts ● Reportable Incident Report ● Terms of Reference Restrictive Practices Panel

	<ul style="list-style-type: none"> ● NDIS Restrictive Practices Monthly Reporting Form ● Notice of a Behaviour Support Plan, Regulated Restrictive Practice and Plan Expiry Date ● NDIS form s28 Notice Regulated Restrictive Practices that does not require authorisation under state process ● NDIS Interim Behaviour Support Template https://www.ndiscommission.gov.au/document/1446
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Policy

The intent of specialist behaviour support is to improve the quality of life of the people we support by maintaining a focus on person centred service provision. We will respond promptly to reports of behaviours of concern, with an understanding that we have a duty of care to both the people we support and our employees.

Behaviour Support Plans will seek to develop individualised strategies that are responsive to the person’s needs, reduce the occurrence and impact of behaviours of concern, and minimise the use of restrictive practices. Any interventions are intended to address the underlying causes of behaviours of concern while safeguarding the dignity and quality of life of people with disability who require specialist behaviour support.

Interchange is committed to the NDIS rules that govern the development and delivery of specialist behaviour support including *National Framework for Reducing and Eliminating the Use of Restrictive Practices in the Disability Sector* and as such restrictive practices should only be use where they are proportionate and justified in order to protect the rights or the safety of the person or others.

Interchange subscribes to a positive behaviour support approach which is primarily focused on redesigning the context in which the person is supported rather than with the behaviour itself. As such we understand that behaviour is a function of a person’s needs or wants and any interventions should be based on a functional behaviour assessment by a specialist. In this way the aim is to create a supportive environment where the person no longer needs to exhibit the behaviour of concern to have their needs met.

Definitions

Behaviours of Concern are behaviours of such intensity, frequency or duration that the physical safety of the person or others is placed in serious jeopardy, or behaviour which is likely to seriously limit or deny access to the use of ordinary community facilities. Behaviours of concern may include but are not limited to:

- Self-injury or self-mutilation requiring medical treatment
- Behaviours that may result in physical or emotional trauma to self or others
- Regular damage to property
- Refusal to engage with medical treatments that may result in serious ill-health outcomes
- Prolonged withdrawal from regular activities
- Sexualised behaviour that puts the person or others at risk, and

- Behaviour that contributes to a negative perception jeopardising community access.

Restrictive Practices are interventions and/or practices that have the effect of restricting the rights or freedom of movement of a person with disability, with the primary purpose of protecting the person or others from harm.

For further details please see *Eliminating Restrictive Practices Policy*.

Positive Behaviour Support (PBS) is an evidence-based model and applied science that has evolved from applied behavioural analysis and person-centred, values-based approaches. The key identified components of PBS are: assessment-based interventions; reduction of punishment approaches; inclusion of all relevant stakeholders; a long-term focus; prevention through education, skill building, environmental redesign, enhanced opportunities for choice, employee development, resource allocation, provision of incentives, systems change; improved quality of life involving robust and significant person-centred outcomes for the individual, their families and other stakeholders; ecological and social validity and contextual fit.

Interim Behaviour Support Plan is a brief plan that provides protocols for safe use of the regulated restrictive practice, as well as general preventative and response strategies. The focus is keeping people safe while the behaviour support practitioner undertakes a functional behaviour assessment and develops a *Comprehensive Behaviour Support Plan*. The *Interim Behaviour Support Plan* is developed by the Interchange Interim Behaviour Support Team to ensure that the person can be supported in a safe environment and is based on the principles of positive behaviour support. It seeks to understand the function of the concerning behaviour and develops strategies to meet the needs of the behaviour. This will be developed when there has been use of an unplanned restrictive practice (that is not in a *Behaviour Support Plan*). It is also required when the person is not in receipt of specialist behaviour support funding or if a Behaviour Support Plan needs updating but it is not possible to get a behaviour support practitioner to review this immediately. The interim plan will be developed within one month of an unplanned restrictive practice being used.

An *Interim Behaviour Support Plan* will have:

- A description of the behaviour of concern
- The physical, environmental and interpersonal context in which the behaviours of concern occur
- Identifies unmet needs and therefore why the concerning behaviour occurs
- Strategies for managing triggers, early signs of concerning behaviour, and the behavioural incident as it occurs
- A review of current activities and goals to determine what is working and what is not working and subsequently developing opportunities for improving communication and independent living skills with the view giving the person more control over their environment in more socially appropriate ways
- Includes behavioural goals against which success the plan can as be assessed, and
- A review date.

All *Interim Behaviour Support Plans* are to be reviewed by the Risk, Quality & Safeguarding Lead and approved by People & Culture Executive Manager.

Specialist Behaviour Support Plan (Comprehensive) is an approved NDIS plan with behaviour support funding developed by a behaviour support practitioner in conjunction with the *Interchange Restrictive Practices Panel*. The practitioner will provide support and guidance to the staff with regard to implementing the plan including any restrictive practices that may be recommended.

Incident Response Plan is a plan to ensure that the person and support workers know how to manage the risks to the person and/or others. An *Incident Response Plan* will give due consideration to the following:

- A description of the behaviour of concern
- The physical, environmental and interpersonal context in which the behaviours of concern occur
- The point at which it is necessary to intervene
- Details of the agreed intervention procedures, including the people who should be informed of the incident and the emergency telephone number
- Information about what is to be documented, and
- Monitoring and review mechanisms.

The *Incident Response Plan* should also include strategies which do not rely on restrictive practices to prevent the escalation. These strategies should consider:

- Knowing how the person communicates
- Identifying and removing or reducing the trigger for challenging behaviour
- Changing the time and or location of activities that are known to trigger the behaviour
- Removing unnecessary demands or requests
- Redirecting the person to an alternative activity or event
- Active listening, and
- Removing oneself or others who may be at risk from the environmental setting.

Interim Behaviour Support Team

Members:

- the customer
- where appropriate key family member/s or carer, guardian or independent advocate
- relevant Team Leader
- People & Culture Coach,
- Behaviour Support Practitioner (if funded in participant plan).

Restrictive Practices Panel

Interchange uses a *Restrictive Practices Panel* to identify, assess, approve / remove and evaluate the use of restrictive practices. Panel members include:

- People & Culture Executive Manager
- Risk, Quality & Safeguarding Lead
- People & Culture Coach
- Independent Behaviour Support Practitioner

Procedures

The basic principles of behaviour support are as follows.

- Interchange *Interim Behaviour Support Plan Team* will create an *Interim Behaviour Support Plan* and, if required, an *Incident Response Plan*
- Funding in the NDIS Plan for specialist behaviour support will be requested, if required
- Plan implementation will involve education and guidance to support staff, and where necessary, a behavioural practitioner
- Monitoring and reporting within NDIS rules, and
- Review and evaluation of plan effectiveness.

Responding to Behaviours of Concern:

- In the first instance, support workers will submit an *Incident Report* to the Team Leader.
- The Team Leader will then investigate the circumstances of the incident to determine any behaviours of concern regarding the incident.
- Where there are behaviours of concern, the Team Leader will request from the support worker a *Behaviour Incident Report* to collect necessary information.
- If the Team Leader determines there is a risk to the safety of the person, or others, they will notify the People & Culture Team and where appropriate, the customers' key family or guardian.
- The Team Leader will then coordinate the formation of an *Interim Behaviour Support Team* which will collate information about the person's behaviours of concern and the context in which they occur.
- The *Interim Behavioural Support Team* will develop an interim behaviour support plan within 1 month of initial notification based on the principles of positive behaviour support that aims to increase the person's quality of life. The *Eliminating Restrictive Practices Policy* will be strictly adhered to in the development of all behaviour support plans.
- At the initial *Interim Behaviour Support Team* meeting it will be determined if Interchange lacks the resources and/or expertise to manage the behaviours of concern and if so will notify the funding body to request specialist behaviour support funding, and subsequently engage a specialist behavioural practitioner to join the *Behaviour Support Team*.
- Where there is a risk to the safety and wellbeing of the person and/or others due to the behaviours of concern identified, an *Incident Response Plan* will also be formulated by the *Interim Behaviour Support Team*.
- The *Risk Management Committee* will monitor ongoing implementation of this policy.