

Positive Behaviour Support Policy

1. Purpose:

To provide positive behaviour support methods of working with people with disabilities. The Y is committed to providing a safe and healthy working environment for all service users, staff and visitors.

2. Scope:

This policy is applicable to all staff and volunteers of YMCA Whittlesea who provide care and positive behaviour support to a person with a disability.

3. Policy

The Y has a duty of care towards both staff and service users and is dedicated to making its services safe places to be and work. Staff must follow a positive behaviour support method to support all service users. Where behaviours of concern occur, staff must follow the least restrictive method possible whilst supporting an individual to minimise behaviour and maintaining staff safety. The aim is for positive behaviour support to minimise the chance of behaviours of concern from occurring. Where behaviours of concern occur, a behaviour support plan provides a consistent response for all staff to ensure the least restrictive method of de-escalating the behaviour is implemented.

3.1 Behaviour Support Plan

The aim of **positive behaviour support** is to reduce and eliminate restrictive practices. There is a primary emphasis on upholding the rights of the person with disability by looking to **support** the person through evidence-informed, person-centred strategies reflected in a **behaviour support** plan.

The Y believes in providing the best service to the people we support. When supporting the development, implementing a Behaviour Support Plan (BSP) or strategies to support a person showing behaviours of concern, The Y operates from a person-centred perspective. Therefore, the information being provided about a person displaying the behaviour of concern should be true and correct, the BSP should have been created by a specialist behaviour support provider in consultation with the participant (or a guardian) and choice, preference, communication and skills

teaching to improve quality of life should be incorporated into the BSP. BSPs should be developed in conjunction with all those who work with/support the individual. The BSP should be communicated to the individual in a way that is meaningful.

If a person's behaviour presents a serious threat to other clients, staff, the community or property, staff should take immediate action. This might include contacting the Police or Emergency Services, removing clients and others from the vicinity, removing objects that could be used as weapons and seeking assistance.

Staff will be offered accessible and supportive training to assist them in implementing BSPs.

4. Definitions:

Authorised Reportable Incidents Notifier, Authorised Reportable Incidents Approver' and Authorised Reporting Officer (ARO) (one and the same at the Y)

-This is the person authorised by the Y to make reports to the NDIS Quality and Safeguards Commission about restrictive practice use. These people are nominated by the Y to oversee and submit monthly reports on the use of restrictive practices. This person is also responsible for notifying management of any restrictive practice lodgement

Behaviour Support Practitioner - is a person registered with the NDIS Commission to develop BSP's, with tertiary qualifications in psychology, special education, speech pathology, social work or other relevant discipline and/or training and experience in the provision of behaviour support and intervention. Behaviour support providers must be registered with the NDIS to provide specialist behaviour support.

Harm - is the resulting impact of an act, omission, event or circumstance that occurs, and can include physical, emotional or psychological impacts such as physical injuries, emotional impacts such as fear or poor self-esteem, and psychological impacts such as depression or impacts on a person's learning and development.

Interim Behaviour Support Plan - (Interim BSP) is a BSP created by a behaviour support provider that is awaiting approval.

Behaviour Support Plan (BSP) - a document prepared in consultation with the person with disability, their family, carers, and other support people that addresses the needs

of the person identified as having behaviours of concern. The behaviour support plan contains evidence-informed strategies and seeks to improve the person's quality of life.

Implementing Provider is a registered NDIS Provider who uses or implements restrictive practices (the Y)

NDIS - National Disability Insurance Scheme

NDIS Commission refers to The NDIS Quality and Safeguards Commission

Unplanned Emergency Circumstances in which a behaviour displayed by a person is new, unpredicted or not known as part of the person's history or known repertoire of behaviours.

Behaviour of concern - defined as "behaviour(s) of such an 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, 1995).

Duty of Care The need to take necessary action where reasonably required in a situation, to prevent and/or reduce foreseeable harm from occurring to a person or people; the least restrictive principle is applied in the circumstances.

Restrictive Practices - any practices that are used that limit, restrict, or control aspects of an individual's behaviour, and can cause an infringement of human rights and civil liberties.

The Y – YMCA Whittlesea

Staff - any person employed by YMCA Whittlesea by either paid employment or contract.

Volunteer - any person engaged by YMCA Australia in a voluntary capacity.

Visitors – any person who engages with YMCA Whittlesea programs and services.

Service User/ Participant/ Client - any individual who is eligible for or receiving services from the Y.

6. Related Policies

- Participant Connection and On-boarding Policy
- Registration and Assessment Policy
- Refusal of Service Policy
- Restrictive Practice Policy
- Feedback, Concerns and Complaints Policy

7. Related Procedures and Supporting Documents

- [Participant Connection and On-boarding Procedure](#)
- Registration and Assessment Procedure
- Refusal of Service Procedure
- Restrictive Practice Procedure
- Assessment and Registration Forms
- Program Specific Enrolment Form
- Positive Behaviour Support Procedure
- Incident Report
- Medication Chart Template
- Comprehensive Behaviour Support Plan
- Interim Behaviour Support Plan
- Feedback, Concerns and Complaints Procedure

8. Legislative and Industry Requirements

- [National Disability Insurance Scheme \(Restrictive Practices and Behaviour Support\) Rules 2018](#)
- The Positive Behaviour Support Capability Framework
- United Nations Convention on the Rights on Persons with Disabilities
- National Framework for Reducing and Eliminating the Use of Restrictive Practices in the Disability Service Sector
- Disability Act
- Victorian Charter of Human Rights and Responsibilities 2006
- Office of the Senior Practitioner, Practice Guides/Resources

9. Consequences of Breaching this Policy

All elements of this policy must be adhered to, and any breach will be dealt with in accordance with the [YMCA Whittlesea Disciplinary and Termination Policy](#).

10. Policy Owner

The Community Services Manager is responsible for keeping this policy current - including making amendments as required, and regular reviews as scheduled.

11. Document Control

Review of this policy will be undertaken every two years, or prior as required by law, in consultation with appropriate YMCA personnel.

Policy available on Y-MAC>Communication>Manuals and Files>Policies and Procedures

This document is due for review on 10/06/2022.

Version:	Description of Amendment, Approver and Date:	Amended by:	DCR Updated	New Issue Date:	Policy Location:
V1	Policy creation, in line with NDIS Commission requirements	Annette Jurisch	12/06/20	10/06/20	Shared:Drive>YMAC>Policies_Final> Community Services ONLY Including Disability, Aged Care and Youth Services/Word Versions/Policy and Procedures