

Positive Behaviour Support and Restrictive Practice Policy

1. Purpose:

The Y recognises, upholds, and promotes rights of people with disability and is committed to ensuring all people are supported in appropriate ways in a safe environment. This policy aims to outline standards of practice for positive behaviour support and use of restrictive practices.

2. Scope:

This policy applies to all staff, volunteers and students at the Y.

3. Policy

This policy aims to meet the NDIS Quality and Safeguarding Framework (the Framework) and Practice Standards. It complies with NDIS Restrictive Practices and Behaviour Support legislation.

Positive Behaviour Support is underpinned by a strong commitment to human rights with a focus on quality of life, dignity, and respect. It aims to enhance a person's quality of life and reduce or prevent any behaviours of concern. The Y has duty of care to all clients and provides a commitment to the culture of safety and wellbeing.

Principles of positive behaviour support include:

- a person-centered approach to ensure the person is always at the centre of planning and decision making
- collaboration between relevant people who live and work with the person in different environments, to build consistency in approach across environments
- using evidence-based assessments to understand reason and function behind behaviour

At the Y we believe that all behaviour is a way of communicating a person's needs. A person may use a range of behaviours to tell us what they want or to tell us that something is wrong or missing. Behaviours of concern are those behaviours that impact on a person's quality of life and pose a risk to the health and safety of the person or those around them. It is important to distinguish that not all behaviours are behaviours of concern. Behaviours of concern tend to be behaviours that are aggressive or harmful to self or others.

Staff must follow positive behaviour support principles when supporting service users. Where behaviours of concern occur, staff must follow the least restrictive method possible to ensure safety of the client, themselves and others. . Staff need to consider relevant human rights when making decisions – including decisions about responding to behaviours of concern.

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.

3.1 Behaviour Support Plans

A Behaviour Support Plan (BSP) summarises the supports the person and their carers, staff and/or family need to make positive changes to address unmet needs. It should include strategies for improving quality of life through system changes, skills acquisition, and environmental redesign. The plan should also provide information to all staff working with the person on what they need to do to help the person to address the behaviours of concern.

BSP's generally include primary prevention strategies to meet the person's unmet needs. This may involve making environmental changes, improving communication, providing meaningful activities and overall make positive changes for the individual and their environment. Further, the BSP will include response strategies where early signs of behaviour are identified and prevention strategies are implemented before the behaviour escalates. The response strategies also include reactive strategies, which inform staff how to respond in times of escalation of behaviours.

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

3.2 Restrictive Practices

Under the NDIS Restrictive Practices and Behaviour Support rules certain restrictive practices are subject to regulation. These include seclusion, chemical restraint, mechanical restraint, physical restraint and environmental restraint. These practices are considered last resort and all Behaviour Support Plans have a clear plan for reducing or eliminating restrictive practices. The aim is to increase a person's skill and independence.

If restrictive practices are considered necessary to manage the behaviour of an individual who is receiving support services from the Y, they shall only be used in a way that:

- has regard to the human rights of the person
- safeguards the person or others from harm
- is the **least restrictive** way of ensuring the person's and others' safety
- maximises the opportunity for positive outcomes for the individual and aims to reduce or eliminate the need to use restrictive practices
- ensures transparency and accountability in the use of restrictive practices

3.3 Collaboration

It is important that the Y work together with individuals with disability and their support network that may include:

- behaviour support practitioner
- providers implementing the behaviour support plan
- family/ carers
- medical practitioner, including allied health professionals

The Y also works in close collaboration with Victorian Senior Practitioner and NDIS Quality and Safeguards Commission to ensure development of quality and compliant BSP with focus to reduce and eliminate the use of restrictive practices.

Quality and compliant BSP can make an important difference to the health, wellbeing, and quality of life of a person with disability, as well as to health and safety of those providing supports.

4. Definitions:

Authorised Program Officer - In relation to a registered NDIS provider, a person appointed as an Authorised Program Officer by the registered NDIS provider and whose appointment is approved (and not revoked) by the Senior Practitioner.

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

Positive Behaviour Support - a comprehensive approach to assessment, planning, and intervention which focuses on addressing the person's needs, their environment and overall quality of life. It is an evidence-based approach to supporting people with disabilities who present with behaviours of concern. It seeks to both improve the quality of life of the person with a disability and to reduce the impact of the person's behaviours of concern.

Practice Standards- The NDIS Practice Standards consist of core modules and several supplementary modules that apply depending on the types of supports and services you deliver and your organisational structure. Each module has a series of high-level, participant-focused outcomes.

Behaviour Support Practitioner - is a person the Commission considers is suitable to undertake behaviour support assessments (including functional behaviour assessments) and to develop behaviour support plans (BSP's) that may contain the use of restrictive practices. Only practitioners who are considered registered providers can deliver these supports.

Behaviour Support Plan (BSP) – specifies a range of person-centred, proactive strategies that focus on the individual needs of a person, in order to build on their strengths; increase their opportunities to participate in community activities; and increase their life skills. It may include restrictive practices. It is developed by a behaviour support practitioner in consultation with the participant, their family and other relevant people, as well as the provider implementing the plan.

The Framework- The NDIS Quality and Safeguarding Framework (the Framework) is a system put in place by the National Disability Insurance Agency (NDIA) to protect the safety of National Disability Insurance Scheme (NDIS) participants and the quality of the services participants receive under the Scheme.

NDIS - National Disability Insurance Scheme

NDIS Commission - The independent government agency that regulates and registers NDIS service providers, manages the national worker screening program, and records unauthorised restrictive practices

Behaviour of concern – when participant/clients behave in ways that might hurt themselves, hurt other people, or break things.

Restrictive Practices – any intervention and/or practice used to restrict the rights or freedom of movement of a people with disability. This includes seclusion, chemical, mechanical, physical or environmental restraint.

Staff - any person employed by the Y in either paid employment or contract.

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

Victorian Senior Practitioner - The person appointed as the Senior Practitioner under section 23 of the Disability Act.

5. Related Policies

- Connection and Assessment Policy
- Medication Policy
- Incident Management Policy
- Service Delivery Policy
- Feedback, Concerns and Complaints Policy
- Y Whittlesea Critical Incident Policy and Procedure

6. Related Procedures and Supporting Documents

- Positive Behaviour Support Procedure
- Restrictive Practice Procedure
- Connection and Assessment Procedure
- Registration and Assessment form
- Medication Chart Template
- Behaviour Support Plan
- NDIS Restrictive Practice Monthly Reporting Guide
- NDIS Commission Reportable Incident and Unauthorised Restrictive Practice Flowchart
- NDIS Commission Incident Management and Reportable Incidents
- Feedback, Concerns and Complaints Procedure

7. Legislative and Industry Requirements

[Link](#) to Legislative Compliance Register

8. 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](#).

9. Policy Owner

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

10. 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 20/06/2024.

Version:	Description of Amendment, Approver and Date:	Amended by:	DCR Updated	New Issue Date:
V2	Combined with Restrictive Practice Policy; updated definitions and information	Stella Spark	18/06/22	18/05/22
V1	Policy creation, in line with NDIS Commission requirements	Annette Jurisch	12/06/20	10/06/20