



Positive Behaviour Support Policy

This policy outlines the principles for supporting participants with behaviours of concern (formerly challenging behaviours), as defined by the NDIS Quality and Safeguards Commission. Behaviours of concern refer to actions that may pose a risk of harm or psychological distress to the individual or others. These behaviours often arise as a form of communication or to express distress. Examples include verbal or physical aggression, self-harm, destruction of property, impulsive or dangerous behaviour, withdrawal, socially inappropriate behaviour, and sexually inappropriate behaviour.

Positive Behaviour Support (PBS) is a person-centred, comprehensive approach aimed at improving participants' quality of life and reducing behaviours of concern. This involves collaboration with participants, their families, skilled workers, and the use of evidence-based strategies to address identified needs. The approach is documented in a behaviour support plan, which outlines the required supports and strategies to foster positive behavioural changes.

PBS plans focus on reinforcing positive behaviours through proactive strategies, rather than using punitive measures. They include environmental modifications, skill-building interventions, and strategies to prevent escalation by identifying early warning signs and providing early responses. The primary aim of a PBS plan is to improve the participant's quality of life, with the secondary aim of reducing behaviours of concern. These plans are developed based on a functional behavioural assessment and must be endorsed by a qualified practitioner.

Definitions

- **Behaviours of Concern:** Any behaviour that may cause harm or psychological distress to the person or others. These behaviours develop as a way of communicating unmet needs or distress.
- **Positive Behaviour Support Plan:** A plan developed to address behaviours of concern by identifying the participant's needs and modifying their environment, promoting skill acquisition, and fostering positive behaviour. It includes strategies for prevention, early intervention, and responding to behaviours of concern.
- **Functional Behavioural Assessment:** A comprehensive assessment identifying the causes and functions of a participant's behaviours of concern, including strengths, preferences, and environmental factors.
- **Interim Behaviour Support Plan:** A temporary plan developed in response to immediate risks, aiming to protect the participant and others. It is created within one month of engaging a behaviour support practitioner, and a full PBS plan must be developed within six months if needed.
- **Restrictive Practices:** Any intervention used to restrict the rights or freedoms of a person to ensure their safety or the safety of others. These practices are only used as a last resort, in the least restrictive manner, and must be authorised as per NDIS guidelines.



POSITIVE BEHAVIOUR SUPPORT POLICY

Every Human Disability Services Pty Ltd

Our Commitment

Key management personnel play a critical role in ensuring the successful implementation of behaviour support plans, including interim and comprehensive PBS plans. Responsibilities include recruiting and retaining qualified staff, providing adequate training in de-escalation techniques and restrictive practices, and ensuring continuous support for workers in implementing behaviour support plans. Regular monitoring, data collection, and incident reporting are essential for evaluating the effectiveness of these plans.

For interim behaviour support plans, management must ensure rapid development and consultation with the participant and relevant stakeholders, including obtaining necessary authorisations if restrictive practices are used. They must also ensure that staff are trained to handle these plans effectively and provide ongoing support and supervision. If restrictive practices are employed, the required documentation and NDIS Commission reporting must be adhered to.

In developing comprehensive PBS plans, management ensures that a functional behaviour assessment is conducted and that all stakeholders, including participants and their support networks, are involved in the process. Strategies must focus on improving the participant's quality of life, reducing restrictive practices, and fostering positive behaviours. Regular review of the PBS plan, staff training, and feedback from all stakeholders ensure its continued success and refinement.

Implementation, Monitoring & Evaluation

The implementation of a PBS plan requires collaboration among the participant, their support network, and the staff involved. Staff must receive adequate training and supervision to ensure consistent and effective implementation. The plan's progress is monitored through data collection, with regular evaluation meetings to assess outcomes and make necessary adjustments. This process ensures that PBS plans remain relevant and effective in achieving positive behavioural outcomes.

Monitoring and evaluation are continuous processes to assess the plan's effectiveness and make evidence-based adjustments. Feedback from all involved parties is integral to this ongoing process.

Restrictive Practices

Restrictive practices, as defined by the NDIS (Restrictive Practices and Behaviour Support) Rules 2018, should only be used when necessary and as a last resort, after all non-restrictive strategies have been exhausted. These practices must be clearly documented in the PBS plan, with clear justifications for their use, along with a plan for gradually eliminating their use. All restrictive practices must be authorised according to NDIS regulations and reported to the NDIS Commission.

Professional Development & Supervision

To ensure high-quality support, behaviour support practitioners must engage in ongoing professional development (CPD). This includes attending relevant seminars, conferences, and training sessions to stay informed of the latest evidence-based practices. Additionally, all practitioners must receive regular supervision, including peer, managerial, or professional supervision, as mandated by the NDIS Commission.