

POSITIVE BEHAVIOUR SUPPORT

Positive Behaviour Support Policy | Version 3_March 2021



POLICY STATEMENT

This policy provides guiding principles when supporting clients with behaviours of concern, Behaviour of concern is any behaviour that may cause a risk of harm or psychological distress to the person or others. Examples of behaviours of concern include:



VERBAL OR PHYSICAL AGGRESSION



SELF HARM



DESTRUCTION OF PROPERTY



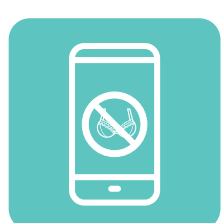
IMPULSIVE OR DANGEROUS BEHAVIOUR



WITHDRAWN BEHAVIOUR



SOCIALLY INAPPROPRIATE BEHAVIOUR



SEXUALLY INAPPROPRIATE BEHAVIOUR

POSITIVE BEHAVIOUR SUPPORT FRAMEWORK

Positive behaviour support is a comprehensive, person-centred approach which combines assessment, planning and implementation to meet a client's needs. Zest uses positive behaviour support to strengthen positive and baseline behaviours through reinforcement, instead of punishment. Positive behaviour support is a tool for Zest staff of all level to meaningfully and proactively engage with clients.

1 BEHAVIOUR SUPPORT PLAN

A positive behaviour support plan aims to outline the client's existing strengths, resources, and the required supports to address the client's needs, which encourages baseline and/or positive behavioural responses.

It should also include recommended strategies for improving quality of life through systems changes, skills acquisition and environmental redesign.

A BEHAVIOUR SUPPORT PLAN IS REQUIRED WHEN

- There are concerns over risk of harm to a client/others
- Existing responses are not effective in managing concerning behaviour
- There are concerns over the use of existing strategies for others
- The behaviour of concern may prevent other needs being met
- The person is in jeopardy of being excluded from other services
- The capacity of the person's support network are under significant stress

A Behaviour Support Plan Should Include Recommended Strategies

A Behaviour Support Plan Should Nurture Positive Skills Building

A Behaviour Support Plan Can Include Restrictive Practices

A Behaviour Support Plan Must Be Endorsed By A Practitioner

Support the client to contribute to the assessment

Enable Practitioners to conduct information gathering for the assessment

It is Zest's obligation to

Support the practitioners to conduct an initial risk assessment

Ensure staff have the training and skills to effectively participate in data collection

2 FUNCTIONAL ASSESSMENT

A positive behaviour support plan must include a functional assessment, which provides information on the person's needs, the function of their behaviours, challenges of their environment or life circumstances, their strengths and capacity. All assessments must be person-centred and inclusive of the client and their support network through all stages of development, implementation and review.

3 INTERIM BEHAVIOUR SUPPORT PLAN

Interim behaviour support plans are plans that are rapidly implemented, under exceptional circumstances. Interim behaviour support plans must be developed with the purpose of immediately protecting clients and others, with the aim of minimising and eliminating the risk of harm.

The plan must be developed by a suitably qualified behaviour support practitioner, within one month of engaging the practitioner.

4 IMPLEMENTATION

Zest recognizes that a successful implementation of a behaviour support plan requires the following:

A Collaboration Person-Centred Approach And Practices

B Understanding, Knowledge And Training

C Structure And Consistency

D Monitoring Through Data Collection And Reporting

5 MONITORING AND EVALUATION

Following the implementation of a positive behaviour support plan, Zest will continue to systematically monitor and evaluate the effectiveness of the plan and its implementation.

We recognise that positive behaviour support plans are fluid documents that should be regularly reviewed and updated to incorporate data and results from monitoring and evaluation.

IT IS OUR OBLIGATION TO:

- Support workers to collect ongoing data to evaluate the effectiveness of a behaviour support plan
- Provide information and data on the consistency of the implementation process
- Support the client and other key people to contribute to a behaviour support plan's evaluation
- Use the client's outcomes as performance indicators
- Ensure appropriate tools are in place to collect and report on incident report data

APPLICABILITY

WHEN

When to apply this policy?
This policy applies when supporting participants with behaviour support.



WHO

Who does this policy apply to?
To all employees, volunteers, supervisors and key management personnel involved in supporting participants with behaviours of concern.

