



Wynter Street Taree
PO Box 270 Taree NSW 2430
Ph: 02 6552 5088
Email: tareechildcareservices@ccstd.com.au

3.5 Child Care Services Taree & Districts Inc.

Positive Behaviour Support

Child Care Services Taree & Districts Inc. (CCSTD) recognises positive behaviour support within a human rights framework, with a focus on person centred service provision, improving quality of life for people with disability, as well as reducing challenging behaviours. CCSTD Inc. aims to provide non-aversive, least restrictive behaviour support strategies at all times. Positive Behaviour Support (PBS) is an evidence-based practice model, and CCSTD Inc. agrees to follow this model and implement PBS practices to support all participants.

The Purpose of the Policy

Child Care Services Taree & Districts Inc. is committed to providing a safe workplace and will support workers in order to offer the highest quality of services to participants, including adequate training and support in positive behaviour support. CCSTD Inc. endeavours to provide the delivery of high quality service supports to participants by improving their quality of life and reinforcing appropriate behaviours when they occur. CCSTD Inc. strives to provide positive behaviour support practices that promote a safe, secure and non-threatening physical and emotional environment.

NDIS

The new arrangements for behaviour support under the NDIS Commission focus on person-centred interventions to address the underlying causes of behaviours of concern, or challenging behaviours, while safeguarding the dignity and quality of life of people with disability who require specialist behaviour support. These arrangements will include undertaking a functional behavioural assessment, involving expert advice on how to develop a positive program. Once this process is established the participant will have access to developing an NDIS behaviour support plan containing evidence based, proactive strategies that meet the needs of the participant. CCSTD Inc. will endeavour to follow and implement all strategies developed in the Behaviour Support Plan.

Expectations

CCSTD believes that Behavioural Support is about understanding why a person may use inappropriate, challenging, or unsafe behaviour, which is affecting them or those around them. By understanding that the person is communicating through their behaviour, you are able to develop strategies to better support them. Behavioural Support may include looking at ways to improve the person's quality of life, making sure their environment (such as where they are living) meets their needs, and teaching the person new skills or ways to communicate. Participants will be encouraged to make their own choices and decisions about behaviour and behaviour support and provided with assistance to perform difficult tasks and mastery of new skills. CCSTD aims to promote a sense of partnership and collaboration and the sharing of power within the context of the caring/support relationship. CCSTD also aims to reduce and eliminate the use of restrictive practices.

Positive Behavioural Support Implementation

The organisation is committed to the least intrusive behaviour intervention to address a particular behaviour to be corrected or reduced. This is consistent with section 9(d) of the Children and Young Persons (Care and Protection) Act 2012 which provides that intervention should always be at the least intrusive level to ensure freedom from harm and to promote the development of children and young persons. This may be attained by:

- engaging with the person and negotiating behavioural improvements
- reassuring the person and encouraging learning and growth in relation to their behaviour
- addressing any deficits in the physical, interpersonal or program/instructional environments
- reliable, consistent, fair and predictable environments and responses

If informal strategies are not effective CCSTD will provide the participant and/or primary care giver with relevant information and documentation in regards to the participant's behaviours and the types of extra supports that are available to the participant to address these behaviours. These extra supports might include information about local skilled and NDIS Commission approved professionals for assessment regarding the development of a formal behaviour support/management plan. Our service will provide support to participants and collaborate with other professionals to help understand what a person is communicating through their behaviour. This may involve;

- Working with relevant agencies and therapists to review reports or other information to develop a Behaviour Support Plan
- Talking with the participant and their family or networks
- Observing the participant in their home, school, place of work, or community and recording Behaviours and Restrictive Practices in collaboration with the participant, family, carers and Behaviour Support Specialist.

The service and support workers will be guided by the participant's Behaviour Support Plan or a Skill Development Plan to deliver:

- Support to the Participant
- Lessen the need for the Participant to engage in behaviours of concern
- Support ways to respond safely if the Participant does display those behaviours
- Support in the use of regulated restrictive practices in accordance with the behaviour support plan and all the requirements as prescribed in the National Disability Insurance Scheme Rules 2018.
- Encourage and support skills the participant may need to learn to replace the need for those behaviours

Responsibilities

CCSTD is committed to the rights, safety and well-being of participants at all times. This holistic approach includes working with people who may display behaviours of concern, people who pose a significant risk of serious harm to others and people diagnosed with mental health conditions. CCSTD will use a strengths based approach to work with participants to understand their history, including:

- Their possible exposure to trauma
- Their aspirations
- Their range of knowledge and skills
- the function or reason for their behaviour.

CCSTD will use a positive behaviour support framework to work with the participant and their support network to uphold their dignity and respect. CCSTD recognises that all human behaviour serves a purpose, including those behaviours that are deemed to be behaviours of concern.

CCSTD will work in partnership with Behaviour Support Specialists to ensure all staff and support workers are trained in and understand the implementation of Behaviour Support Plans

CCSTD will provide support in an environment that enables the development, implementation, monitoring and review of holistic support strategies. These strategies take into consideration the context in which any behaviours of concern occur and the environments in which the person lives.

CCSTD does not support the use of restrictive practice as a means of interactions or interventions. Where restrictive practice or interventions are necessary, CCSTD will implement all strategies developed by an NDIS approved behaviour support practitioner which complies with the legislation with the view towards safe elimination of restrictive interventions. Any restrictive practices used will be reported monthly to the NDIS Commission. The primary focus of the behaviour support plan will be to improve the quality of life of the participant with a secondary focus on eliminating or reducing behaviours of concern. Restrictive interventions approved for use, will be used in a way that is deemed least restrictive and only as a last resort.

Reporting requirements for restrictive interventions will be adhered to as per relevant funding agency policies and legislative requirements. Restrictive interventions will not be used until approved by the Authorised Program Officer (APO) and until the participant, subject to restrictive interventions, has been notified in writing at least two days prior to the proposed use of restraint or seclusion, except in the case of an emergency.

Supporting Documentation

- CCSTD NDIS Provider Reducing Restrictive Practices
- CCSTD NDIS Positive Behaviour Support (PBS) Information

Relevant Legislation and Standards

- NDIS Practice Standards
- NDIS Code of Conduct
- NSW Disability Service Standards (NSW DSS)
- NDIS Terms of Business
- National Disability Insurance Scheme (Restrictive Practices and Behaviour Support) Rules 2018
- Freedom of Information Act 1982
- Privacy and Personal Information Act 1988 (NSW)
- The Disability Inclusion Act 2014 (NSW) and Disability Inclusion Regulation 2014 (NSW)
- Mental Health Act 2007 (NSW)
- Ombudsman Act 1974 (NSW)
- NDIA National Quality and Safeguards Policy 2018
- Sex Discrimination Act 1984
- Racial Discrimination Act 1975
- Age Discrimination Act 2004
- Disability Discrimination Act 1992
- Anti-Discrimination Act 1977(NSW)
- Criminal Records Act 1991(NSW)
- Work Health and Safety Act 2011(NSW)