



Behaviour Support & Management

Purpose and Scope

Commitment

- Adventure WA Support Services (AWSS) is dedicated to managing "behaviours of concern" positively and supportively, enhancing participants' life quality while safeguarding everyone's safety and rights.
- Immediate response to concerning behaviours by AWSS staff, collaborating with participants and their support networks.
- Development of strategies that are individualised, responsive to participants' needs, and aim to mitigate the occurrence and impact of behaviours of concern while minimising restrictive practices use.

NDIS Compliance

- AWSS strictly adheres to NDIS rules regarding behaviour support development and delivery.
- Restrictive practices are applied cautiously, only when justified and proportionate to protect the safety and rights of individuals involved.

Applicability

- Policy is binding for all AWSS team members, including employees, members, volunteers, board directors, contractors, and participants.
- All stakeholders must work within the policy framework and report inadequacies in safeguarding measures.

Definitions

Behaviours of Concern

- Actions of significant intensity, frequency, or duration that jeopardize the safety of the individual or others, or severely restrict access to community and facilities.

NDIS Behaviour Support Practitioner

- A qualified individual deemed suitable by the NDIS Quality and Safeguards Commissioner to conduct behaviour support assessments and develop Behavior Support Plans (BSPs), possibly incorporating restrictive practices.

Behavior Support Plan (BSP)

- A comprehensive document crafted by a Behaviour Support Practitioner, in consultation with the concerned individual, their family, carers, and stakeholders.
- BSP addresses the behavioural support needs, incorporating evidence-informed strategies to improve the participant's quality of life.

Restrictive Practice

- Any action limiting an individual's freedom. Restrictive Practices, as defined by the NDIS Quality and Safeguarding Commission, include seclusion, chemical, mechanical, physical, and environmental measures.



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Policy Statement

Duty of Care

- Adventure WA Support Services (AWSS) staff act responsibly to ensure the safety and well-being of participants, colleagues, and volunteers.

Approach

- AWSS endorses a participant-centric, evidence-based approach for behavior support.
- Focus is on enhancing participants' quality of life, addressing behaviors of concern's root causes, and safeguarding the rights and dignity of individuals with disabilities.

Procedure

Objective

- Clarify steps to manage behaviors of concern effectively.
- Ensure safety for participants and staff while minimizing the impact of critical incidents and challenging situations during AWSS services.

Participants' Expectations

- Participants and support networks can expect concerted efforts to ensure safety, enjoyment, and active participation in AWSS services.
- Participant's safety and well-being are of paramount importance.

Behavior Modification

- Environment and program adjustments will be made, as feasible, to mitigate or prevent behaviors of concern.
- Consultation of the individual's Behavior Support Plan (BSP) where available.

Communication & Strategy

- Staff may engage participants in discussions about their behavior, strategizing to alleviate the need for concerning behaviors to meet their needs.

Service Termination

- A participant may be dismissed from services if support needs surpass staff capacity or if their behavior jeopardizes their or others' safety and well-being.

Behaviour Support Plans

Proactive Engagement

- AWSS collaboratively works with participants and support networks to comprehend specific support needs.
- Acknowledges the importance of up-to-date BSPs for participants exhibiting behaviors of concern.



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Behaviour Support Plans : Continued

Documentation

- Requires recent (less than 12 months old) BSPs and other relevant documents (functional assessments, allied health reports, school-based support plans) for participants known to exhibit concerning behaviors.

Team Access & Training

- The supporting team will have access to these documents during camps or programs.
- Consultation with the Behavior Support Practitioner for training and strategy implementation as needed.

Support for BSP Development

- AWSS actively aids in the development and review of BSPs by supplying reports, STAR charts, and necessary supporting information.

Behaviour Management

Participant-Leader Allocation

- Each participant is assigned a “leader” during camps/programs.
- Facilitators assess participants’ support needs, associated risks, and leaders’ skills in managing behavioral support needs during allocation.
- Leaders familiarize themselves with assigned participants’ support needs and manage their behavioral support throughout the program, with Facilitator support.

Escalation Response

- In case of escalating behaviors, Facilitators or AWSS support workers assist leaders in managing behaviors effectively.
- Staff should accompany unsettled participants, or if impractical, observe from a safe distance until settled.

Support Strategies

Balanced Care Approach

- Staff and volunteers balance participant care with their duty to protect everyone involved when behaviors of concern are exhibited.
- All actions or strategies implemented align with the participant’s profile and available Behavior Support Plan.

Progressive Strategies

- Strategies progress from least to most restrictive, with the most restrictive as a last resort and employed only by Facilitators.



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Physical Aggression

Aggressive Behavior Response

If participants show physical aggression and aren't easily redirected:

- Safely remove the participant to prevent injuries, or distance others if removal is unsuccessful.
- Allow participants space and time to calm, maintaining visibility for duty of care.
- Ensure participants' privacy and dignity by distancing onlookers.
- Reassess and, if safe, calmly engage participants to understand behavior causes.

Emergency Measures

- If behavior continues escalating posing risks to others, consider calling police and/or ambulance services.

Other Behavioural Considerations

Interaction with Public

- Participants should not approach the public for attention, food, or affection; redirect if this occurs.
- If a community member is upset or concerned, provide the AWSS contact number for them to express concerns.

Bullying

- No tolerance for bullying, which includes cruel remarks, pushing, rumor-spreading, malicious notes, and deliberate exclusion.

Relationships & Sexuality

Minors

- Consult with parents/guardians regarding serious matters related to relationships and sexuality for participants under 18, who are under their legal responsibility.

Adult Participants

- Refer to the Adult Participant Code of Conduct Policy.
- Answer participants' relationship and sexuality questions clearly; seek Facilitator guidance if unsure.

Sexualized Behaviours

- For participants exhibiting regular sexual behaviors, provide private space in a safe environment.
- Document this information in participant profiles for appropriate management and boundary setting.

Romantic Infatuations

- Facilitator or staff may need to mediate conflicts arising from romantic infatuations among participants.



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Sending Participants Home : Continued

Immediate Reporting

- Immediately report to the Facilitator if a participant expresses suicidal thoughts.

Response Protocol

- Listen calmly to the participant.
- Assess if there's a specific plan, means, and intent to self-harm.
- Suggest talking to crisis services.
- Contact emergency response (like MHERL or an ambulance) if there's a persistent safety concern.
- Never attempt to disarm a participant with a weapon.

Post-Incident Procedure

- Discuss the case with On-Call staff as soon as practical.

Self Harm

Immediate Action

- If a client has self-harmed and requires medical attention, the Facilitator arranges transport to medical facilities.
- All self-harm incidents are immediately reported to the Facilitator for further steps.

Follow-Up Protocol

- Facilitator decides on subsequent actions, including engaging the participant's support network, notifying On-Call staff, and completing an Incident Report.

Sending Participants Home

Criteria for Sending Home

- Participants may be sent home if they display ongoing, unmanageable behaviors that compromise the safety of themselves or others.

Initial Steps

- Before deciding to send a participant home, parents/guardians are contacted for advice and assistance on behavior management.
- Participants should be given an opportunity to settle and adjust their behavior.
- Consider the importance of short breaks provided by AWSS programs for families, weighing it against the safety of participants and staff.



Behaviour Support & Management

Suicidal Ideation

Decision Making

- If there's no improvement and disruptive or distressing behavior continues, discuss the option to send the participant home with On-Call staff before informing parents/guardians.

Transport Responsibilities

- Parents/guardians are primarily responsible for picking up participants sent home early.
- If parents/guardians are unavailable, AWSS staff will organize transportation for the participant to ensure safety and minimize risk and harm to others and the participant.

Follow-Up & Billing

- AWSS staff will follow up with the parents of participants sent home.
- Families will be invoiced for the full amount of the service with no credits applied (unless deemed necessary by appropriate management), even if the participant was sent home early.

Reporting Requirements

Incident Reports

- Detailed Incident Reports are mandatory for all behavioral incidents during camps or programs.
- Reports must be finalized by the AWSS team member involved within 24 hours of the incident, unless on camp or a program; a pre-report may be drafted and communicated to management.

Review Process

- The camp/program coordinator reviews all incidents, identifying opportunities for improvement or necessary corrective actions, which may include:
- Reevaluation of participants' support needs.
- Engaging with participants' support network, including Behavior Support Practitioners, for strategy reviews.
- Assessing participants' suitability for the camp/program per the Individual Needs Management Policy.
- Evaluating staff performance and identifying training needs.

Restrictive Practices Reporting

- If a Restrictive Practice is deployed, reporting to the NDIS Quality and Safeguards Commission is mandatory, as outlined in the Restrictive Practices Policy.

REVISIONS

FEB 1st 2023 - ORIGINAL DRAFTED

NEXT REVISION DUE: 01/02/2024