

POLICY NUMBER: SER DEL 37

INTENT

Real Living Options Association Inc. aims to use evidence-based practice as part of the Organisation's everyday practices. Evidence-based practice is the process that draws together the best available research, knowledge from professional experts, data and input from Participants to tailor evidence-informed Behaviour Support Plans that are responsive to a Participant's needs.

DEFINITION

Behaviour Support - Behaviour support is about creating individualised strategies for people with a disability that are responsive to the person's needs, in a way that reduces or eliminates the need for the use of regulated restrictive practices.

Restrictive Practices - are defined in the NDIS Act 2013 as 'any practice or intervention that has the effect of restricting the rights of freedom of movement of a person with a disability'.

POLICY STATEMENTS

- Real Living Options Association Inc. believes evidence-based practice is key to providing high-quality care and services to Participants and their families.
- When working with Participants, the Support Team uses evidence-based practice to assist the Behaviour Support Practitioners in gathering information for Functional Behaviour Assessments and other relevant assessments. Behaviour Support Plan strategies developed by Specialist Behaviour Support Practitioners are based on explicit principles, validated practices, best available research and relevant laws and regulations.
- Real Living Options Association Inc. uses a range of communication methods to ensure that evidence-based practices are being discussed and evaluated within the Organisation. Different communication methods are used depending on the situation and staff availability, such as meetings, emails, phone, video conferences, or teleconferences. These communication methods may be used to gather evidence from external stakeholders.
- Relevant employees receive appropriate training to enhance their knowledge and skills in positive behaviour supports and restrictive practices.

PROCEDURES

Evidence-informed practice

- The team at Real Living Options Association Inc. will collaborate with the Specialist Behaviour Support Practitioner and provide them with information and feedback on plan implementation. Data is collected and systematically evaluated to:
 - Plan and implement actions that will result in effective Participant outcomes (short-term and long-term).
 - Consider the capacity of the Participant, organisation or community

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- Be sensitive to the specific context in which the health issue occurs (i.e. Setting, culture, history and available resources)
- Recognise moral, ethical, cultural and spiritual values which may affect what the Service is prepared to do (or not do) to improve the health and development of the Participant.
- Provide data from reliable and high-quality sources.
- Identify how improvements will be made to a Participant's health and development.
- Enable systematic and appropriate evaluation methods.

Collaborating with Behaviour Support Practitioners

- The Organisation's collaboration with the Behaviour Support Practitioner will include:
 - Providing feedback on the implementation of the Behaviour Support Plan to:
 - Deliver effective services.
 - Implement strategies in the plan.
 - Evaluate the effectiveness of current approaches aimed at reducing and eliminating restrictive practices.
 - Reviewing and discussing the Behaviour Support Plan with a Behaviour Support Practitioner.
 - Gathering evidence as required by the Behaviour Support Practitioner to give complete insight into what is occurring with the Participant.
 - Identifying barriers, discussing evidence and responses to strategies during staff meetings (face-to-face, videoconference or teleconference).
 - Gathering and evaluating data to provide information to assist the Behaviour Support Practitioner in the review process.
 - Staff undertaking person-focused training, coaching and mentoring by the Specialist Behaviour Support Practitioner to understand the implementing strategies in the Participant's Behaviour Support Plan, including positive behaviour support strategies.

DELEGATIONS

Management Committee

The Management Committee is responsible for ensuring as far as practicable that:

- The Organisation adheres to all relevant legislation.
- The Organisation has the resources to meet its legislative requirements in relation to Regulated Restrictive Practices.

General Manager

The General Manager is responsible for ensuring as far as practicable that:

- Relevant employees are provided with training specific to a Participants Behaviour Support Plan.

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- The use of any restrictive practices are reported to the NDIS Quality and Safeguards Commission and the Department of Communities, Disability Services and Seniors.
- The use of any restrictive practices is reported to the Management Committee.

Support Manager

The Support Manager is responsible for ensuring as far as practicable that:

- All employees are provided training to understand what restrictive practices are.
- A registered Behaviour Support Practitioner has been engaged to work with a Participant to develop a Behaviour Support Plan.
- Relevant employees are provided with training specific to a Participants Behaviour Support Plan.
- The use of any restrictive practices has been reported to the NDIS Quality and Safeguards Commission and the Department of Communities, Disability Services and Seniors.
- The use of any restrictive practices is reported to the General Manager.

Senior Support Facilitator

The Senior Support Facilitator is responsible for ensuring as far as practicable that:

- A registered Behaviour Support Practitioner is engaged to work with a Participant to develop a Behaviour Support Plan.
- The Lifestyle Assistants who support the Participants are engaged in the process of data collection as required by the Behaviour Support Practitioner.
- Team meetings and training is provided to the relevant Lifestyle Assistants.
- Information and feedback is provided to the Positive Behaviour Support Practitioner as requested.
- The use of any restrictive practice is reported to the NDIS Quality and Safeguards Commission and the Department of Communities, Disability Services and Seniors.

Relevant Employees

- Attend training and team meetings as required.
- Report the use of any restrictive practices to the Senior Support Facilitator or Support Manager.
- Follow the Participants Behaviour Support Plan when providing support and assistance.

RELATED DOCUMENTATION

Behaviour Log

Individual Risk Profile Assessment Form

Behaviour Support Plan and Functional Behaviour Assessment

Medical Reports (from health practitioners)

NDIS Interim Support Plan

NDIS Comprehensive Behaviour Support Plan

REFERENCES

Disability Services Act 2006 (QLD)

NDIS Positive Behaviour Support Capability Framework

NDIS (Restrictive Practices and Behaviour Support) Rules 2018

NDIS Practice Standards and Quality Indicators

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AMENDMENTS/REVIEWS

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