

BEHAVIOUR SUPPORT POLICY

Policy Approved:	Sign: 	Date: 27/6/25
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POLICY:

Greystanes Disability Services (Greystanes') Behaviour Support Policy is based on the implementation of no restrictive practices.

Behaviour support is about creating individualised strategies for people with disability that are responsive to the person's needs, in a way that reduces the occurrence and impact of behaviours of concern and minimises the use of restrictive practices.

Under the NDIS Commission, behaviour support focuses 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.

Both behaviour support practitioners, and providers who use regulated restrictive practices (implementing providers), are required to meet the requirements outlined in the [National Disability Insurance Scheme \(Restrictive Practices and Behaviour Support\) Rules 2018](#).

Each participant accesses behaviour support that is appropriate to their needs which incorporates evidence-informed practice and complies with relevant legislation and policy frameworks.

Each person we support is only subjected to a restrictive practice that meets any state and territory authorisation (however described) requirements, and the relevant requirements and safeguards outlined in Commonwealth legislation and policy. This includes restrictive practices during transportation. See attached NDIS Restrictive Practice Guide: Safe Transportation Feb 2023 to determine what constitutes restrictive and non-restrictive practices during transportation.

If an adverse behaviour of a person we support is identified, our policy is to refer the person we support to an external professional for Functional Behavioural Assessment and, if they consider fit, for the creation of a Behaviour Support Plan.

The implementation of a Behaviour Plan will include the training of staff to give them the skills crucial to the implementation of the **Behaviour Support Plan**, and external professional Behaviour Support Practitioner will be engaged to train staff to use behaviour support practices that are recommended by a Behaviour Support Practitioner.

Notification of behaviour support practitioners

To safeguard the people that we support who may need a restrictive practice, the National Disability Insurance Scheme (Restrictive Practices and Behaviour Support) Rules 2018 (the Rules) requires that a registered provider of specialist behaviour support services must use a Behaviour Support Practitioner whom the NDIS Quality and Safeguards Commissioner considers suitable.

To comply with this requirement, section 29 of the Rules requires that specialist behaviour support providers notify the NDIS Commission of their behaviour support practitioners.

[Note: The notification can be made by accessing the link: [Notification of Behaviour Support Practitioners \(s29\) – online form](#)]

[Note: Restrictive practice means any practice or intervention that has the effect of restricting the rights or freedom of movement of a person with disability. Under the [National Disability Insurance Scheme \(Restrictive Practices and Behaviour Support\) Rules 2018](#) certain restrictive practices are subject to regulation. These include seclusion, chemical restraint, mechanical restraint, physical restraint and environmental restraint.

SAFETY: Unexpected, abnormal behaviour to be corrected for Safety Reasons

It is acknowledged that there are occasions when there is an unexpected behaviour by a person we support, who does not normally have behaviours of concern, that requires immediate action to preserve the person's safety. For example, the person we support might unexpectedly and inexplicably attempt to cross a road. In that situation, staff are encouraged to preserve the safety of the person we support by the *least restrictive manner* to guide the person back to safety.

Staff skills are developed to provide person-centred services to the people we support, which include strategies that are aimed to develop skills and competencies which a person with disability can use to either prevent or inhibit the development of a behaviour of concern and to preserve their safety.

SCOPE:

This policy in the future, relates to a person we support with a need for a Behaviour Support Plan.

DEFINITIONS:

Adverse behaviour: an unplanned and untoward behaviour that has safety consequences for the person, other people or employees.

Behaviours of concern: behaviours of such intensity, frequency or duration that the physical safety of the person or others is likely to be placed in serious jeopardy, or behaviour which is likely to seriously limit the use of, or result in, the person being denied access to ordinary community facilities.

Person Responsible: A 'person responsible' for an adult who is not capable of consenting to their own treatment is defined by the Guardianship Act 1987.

There is a hierarchy of persons from whom the **person responsible** for a person other than a child or a person in the care of the Director-General under section 13 is to be ascertained. That hierarchy is, in descending order:

- The person's guardian, if any, but only if the order or instrument appointing the guardian provides for the guardian to exercise the function of giving consent to the carrying out of medical or dental treatment on the person,
- The spouse of the person, if any, if:
 - The relationship between the person and the spouse is close and continuing, and
 - The spouse is not a person under guardianship,
- A person who has the care of the person (which, in the absence of another person, is the CEO)
- A close friend or relative of the person.

Restrictive practice: means any practice or intervention that has the effect of restricting the rights or freedom of movement of a person with disability. Under the National Disability Insurance Scheme (Restrictive Practices and Behaviour Support) Rules 2018 certain restrictive practices are subject to regulation. These include seclusion, chemical restraint, mechanical restraint, physical restraint and environmental restraint.

Seclusion: is the sole confinement of a person with disability in a room or a physical space at any hour of the day or night where voluntary exit is prevented, or not facilitated, or it is implied that voluntary exit is not permitted.

Chemical restraint: is the use of medication or chemical substance for the primary purpose of influencing a person's behaviour. It does not include the use of medication prescribed by a medical practitioner for the treatment of, or to enable treatment of, a diagnosed mental disorder, a physical illness or a physical condition.

Mechanical restraint: Mechanical restraint is the use of a device to prevent, restrict, or subdue a person's movement for the primary purpose of influencing a person's behaviour but does not include the use of devices for therapeutic or non-behavioural purposes.

Physical restraint: is the use or action of physical force to prevent, restrict or subdue movement of a person's body, or part of their body, for the primary purpose of influencing their behaviour. Physical restraint does not include the use of a hands-on technique in a reflexive way to guide or redirect a person away from potential harm/injury, consistent with what could reasonably be considered as the exercise of care towards a person.

Environmental restraint: restricts a person's free access to all parts of their environment, including items or activities.

LEGISLATIVE FRAMEWORK:

NDIS (Restrictive Practices and Behaviour Support) Rules 2018
Australian Community Industry Standard: 2018
NDIS Practice Standards: 2018 Quality and Safeguards Commission
Disability Discrimination Act 1992
Health Records and Information Privacy Act (2002) NSW
Privacy and Personal Information Protection Act 1988
Work Health & Safety Act 2011

REFERENCES AND LINKS AND ATTACHMENTS:

NDIS Quality and Safeguards Commission Restrictive Practice Guide: Safe Transportation

www.ndiscommission.gov.au/regulated-restrictive-practices