

CS5.3 Behaviour Support Plans

Purpose

1. To offer guidance to all P4 Movement employees in developing, implementing, and managing NDIS Behaviour Support Plans, in a manner that prioritises the rights, dignity, and preferences of the participant.

Alignment with Practice Standards

1. Module 1: Rights and Responsibilities
2. Module 2: Provider Governance and Operational Management

Legislative Alignment

1. National Disability Insurance Scheme Act 2013 (Cth)
2. National Disability Insurance Scheme (Restrictive Practices and Behaviour Support) Rules 2018
3. Australian Human Rights Commission Act 1986 (Cth)

Key Responsible Executive

General Manager

For More Support

General Manager

Policy Statement

1. P4 Movement is committed to fostering an environment where NDIS participants can receive individualised behaviour support that is not only responsive to their unique needs but also promotes positive behavioural changes, enhances quality of life, and minimises the use of restrictive practices.

Definitions

1. Behaviour Support Plan (BSP): A strategy document developed through a person-centred approach to address the individual needs of a participant, focusing on positive behaviour support and minimising restrictive practices.
2. Positive Behaviour Support (PBS): A set of research-based strategies used to increase quality of life and decrease challenging behaviour by teaching new skills and making changes in a person's environment.
3. Restrictive Practices: Methods that restrict the rights or freedom of movement of a person, used only as a last resort in a BSP.

Delegations

Roles	Responsibilities
Board of Directors	Oversee the development and approval of policies concerning Behaviour Support Plans and ensure that they align with NDIS standards.
GM	Guide the implementation of the policy, ensuring training and resources are adequately provided.
Management	Ensure staff is proficiently trained, BSPs are adequately implemented and monitor compliance with this policy and NDIS guidelines.
Staff, volunteers, contractors and students	Engage in continuous training and adhere to the guidelines and strategies outlined in BSPs.

Procedures

1. Development of the Behaviour Support Plan
 - a. Collaboration with participants and their support networks to understand their preferences, needs, and goals.
 - b. Conduct a comprehensive assessment to identify the potential triggers and underlying causes of challenging behaviour.
 - c. Develop strategies that focus on positive behaviour support while avoiding restrictive practices.
 - d. Develop crisis intervention strategies, considering the possibility of using restrictive practices only as a last resort.
2. Implementation of the Behaviour Support Plan
 - a. Ensure that all stakeholders, including participants and their support networks, are involved in the implementation process.
 - b. Train all involved parties on the strategies and interventions detailed in the BSP.
 - c. Implement the BSP, emphasising consistency and collaboration.
 - d. Document all strategies and interventions used, including any use of restrictive practices.

3. Monitoring and Review
 - a. Continuously monitor the effectiveness of the BSP, making necessary adjustments to better suit the participant's needs.
 - b. Conduct regular reviews of the BSP with the involvement of participants and their support networks.
 - c. Modify the BSP as necessary based on ongoing evaluations and changing needs of the participant.
 - d. Staff will monitor and document participant behaviours utilising the tools made available by a Behaviour Support Practitioner (QR codes, ABC Charts) within the BSP or by lodging an incident report where no mechanism is in place. Training for incident reporting and ABC charts is available to all staff.
4. Reporting and Documentation
 - a. Maintain comprehensive records of the development, implementation, and review processes of the BSP.
 - b. Report the use of restrictive practices in line with NDIS guidelines.
 - c. Ensure the secure storage and confidentiality of all documents relating to BSPs.

References to other P4 Movement policies and external sources

1. CS3.3 Participant Assessment & Support Planning
2. CS5.2 Behaviour support assessments
3. CS5.4 Interim behaviour support planning
4. CS5.5 Restrictive Practices: Emergency & Disaster Response

Summary of attachments

1. Nil

Version Control

1. 1 April 2026 - New Policy Creation