



## **Positive behaviour support**

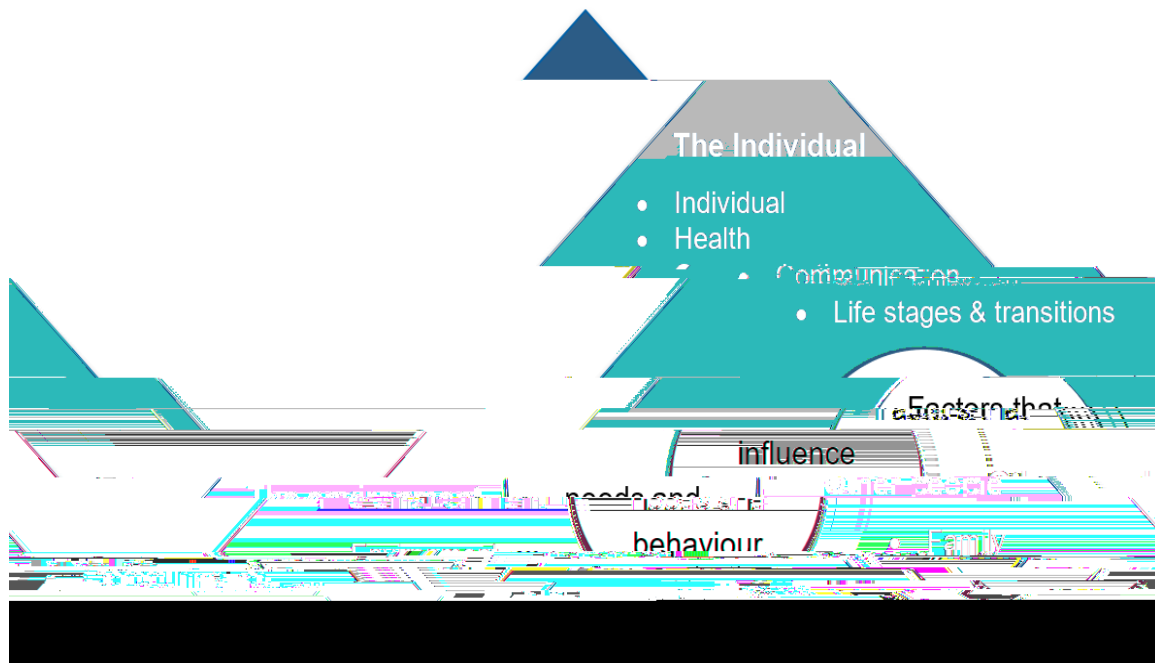
The intent of the Policy is to support the reduction and elimination of the use of restrictive practices for people with disability in WA. The following section describes important elements of PBS that can assist NDIS Behaviour Support Practitioners and Implementing Providers in the process of supporting people with a view to finding alternatives to restrictive practice.

## **PBS and behaviour support plans**

Under the NDIS Commission Positive Behaviour Support Capability Framework (2019)

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Figure 1: Factors that influence needs and behaviour



### Factors that influence what a person experiences

It is recognised that there are some core, or foundational, needs that we all have, including the following:

- The need for predictability, choice and control.
- The need to be able to process and make sense of information.
- The need to communicate with others.
- Social interaction and sense of belonging needs.
- Sensory regulation needs.
- The need to experience pleasurable meaningful engagement and to have a sense of purpose.

It can be helpful to visualise these needs as the foundation upon which a house is built, where the house represents living our best life.

### Supporting a good life requires careful attention to understanding and meeting foundational needs that we all have

It is therefore very important that NDIS Behaviour Support Practitioners consider a range of individual needs, regulation needs, and needs related to the functional impact of the disability as well as environmental factors that are very likely influencing the behaviour that can be seen, and ensure these are described within the BSP. It is not adequate or appropriate to **only** explore and describe the behaviour that is observed when developing a BSP.

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### Engaging with the person and key stakeholders

Exploration of unmet needs and the impact of environment in meeting those needs requires working in partnership with key people or stakeholders in the life of the person. This may include close family members, support workers, as well as other professionals in

Some of the principles for NDIS Behaviour Support Practitioners to hold in mind when engaging a person and the stakeholders around them when developing a BSP include:

1. A person-centred approach: holding the person at the centre of the process.
2. Develop empathy for the person by engaging with those around them to better understand what the person may be experiencing and how their behaviour is likely an indicator of distress and significant unmet needs.
3. Systematic collaboration and participation: the person, family and support system are involved and contributing.
4. The NDIS Behaviour Support Practitioner adopts a non-expert approach: recognising that the experts about the person are the person themselves and those closest to them, and drawing on the expertise and knowledge of the people around the person, including family members. The practitioner adopts a facilitative approach when working with others.
5. Listen and validate the experience of people impacted by behaviour.
6. Empower, encourage and support system knowledge and change, as well as self-determination for the person and those who support them.
7. Use respectful, clear and appropriate communication.
8. Adopt an inclusive, non-discriminatory approach and be sensitive to and considerate of other cultures and experiences.
9. Identify and work with people within the system who take on the role of champions or advocates for the needs and rights of the person as well as those who support them.
10. A strengths-based approach in relation to the person as well as those around them: aiming to identify and work from strengths supports recognition of what is working and also supports empowerment of others.

### Exploration mindset

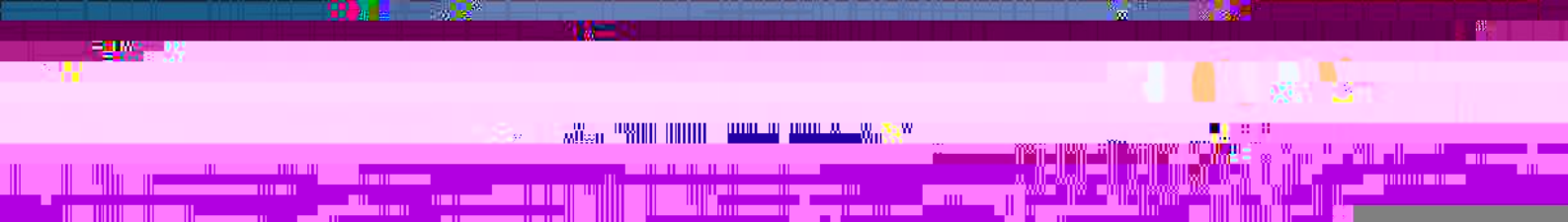
In the process of engaging with the person and stakeholders, it is also important that the NDIS Behaviour Support Practitioner adopts what can be viewed as an exploration mindset. An exploration mindset refers to the practitioner being **neutral** and willing to accommodate a range of views and information, and not jumping too quickly to making assumptions or adopting a common narrative or view as to why the behaviour is occurring.

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To be neutral, the practitioner must be **curious** and willing to explore different perspectives and accommodate and consider potentially conflicting information. It is important that the NDIS Behaviour Support Practitioner develops **hypotheses** or potential explanations for what factors may be influencing or driving a behaviour.

This ensures that curiosity is intentional, not aimless, and guided by clues about unmet needs for the person and/or the system around them that emerge through the process of engaging with others. It is important that the NDIS Behaviour Support Practitioner remain **flexible and tentative** in the hypotheses they develop and be prepared to discard them if the emerging information no longer supports them.

The final element of an exploration mindset is to be **solution-focused** and explore



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# Contact information

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# References

Gore, NJ, McGill, P, Toogood, S, Allen, D, Hughes, JC, Baker, P, Hastings, RP, behaviour

<https://www.bild.org.uk/positive-behaviour-support-pbs/>

NDIS Quality and Safeguards Commission Capability Framework (2019)

<https://www.ndiscommission.gov.au/pbscapabilityframework>

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