

Summary

Life Without Barriers (LWB) takes a proactive positive approach to implementing behaviour support for adults, children and young people receiving services under the National Disability Insurance Scheme (NDIS).

We are committed to the Positive Behaviour Support (PBS) Framework. The PBS Framework is a set of research-based strategies designed to improve quality of life and decrease the intensity and frequency of behaviours of concern. This is achieved by supporting the development of new skills and making changes in the person's environment.

Who should read this document?

All staff, volunteers, and contractors working with people receiving support under the NDIS, the people we support, any authorised decision-makers and/or support network members.

What is our aim?

LWB is committed to understanding the environment in which the person lives and working collaboratively with everyone in that setting to design strategies for promoting positive social and communication skills. LWB recognises that all behaviour serves a function for the person, and each person and their situation is unique and complex. Support strategies need to be individualised to enhance each person's quality of life and uphold their human rights.

When implementing Positive Behaviour Support approaches and Restrictive Practices (RPs), LWB will:

- Promote and protect the human rights and dignity of the people we support.
- Respect the autonomy, choice, and control of the people we support.
- Involve people we support in decision-making about the support they receive.
- Ensure that all interventions are evidence-based, person-centred, trauma-informed, and designed to support the person in achieving their goals and aspirations.
- Reduce and eliminate the use of Restrictive Practices (RPs), ensuring the use of these practices is the least restrictive option to mitigate risks of harm to the person or to others.

When implementing Positive Behaviour Support approaches with children and young people, LWB will:

- Ensure practice aligns with Therapeutic Crisis Intervention (TCI) and CARE principles.
- Emphasise relationships to guide our interactions with young people and their families.

This policy guideline aligns with the NDIS Quality and Safeguards Commission (NDISQ) [NDIS Practice Standards and Quality Indicators](#).

The policy is reflected in our practice when delivering supports to children and young people within foster care, residential care and aftercare services, and adults in Disability and Mental Health Services.

Building knowledge and skills

LWB will offer individualised support to the people we support and build the skills of our staff to match the requirements of the people they work with.

Our approach to developing an effective workforce is based on the Positive Behaviour Support Pyramid Model. Our staff will receive training and support to meet the following learning outcomes required to provide effective support for an individual.



Universal Supports	<ul style="list-style-type: none"> • Develop positive and responsive relationships with the people we support. • Understand that all behaviour is communicative. • Effectively identify behaviours of concern and restrictive practices. • Maintain high quality environments that enrich quality of life for the people we support. • Understand and comply with NDIS Restrictive Practices and Behaviour Support Rules 2018, and State/Territory based requirements relating to Restrictive Practices.
Targeted Supports	<ul style="list-style-type: none"> • Identify changes in the behaviour of people we support. • Support the engagement of appropriately qualified professionals to assess the needs of the people we support. • Assist in building the capacity and skills of the person to reduce the intensity and frequency of their behaviours of concern.
Intensive Supports	<ul style="list-style-type: none"> • Support the development and ongoing review of Behaviour Support Plans. • Undertake training delivered by the person’s Behaviour Support Practitioner, and consistently apply individualised Positive Behaviour Support strategies outlined in their BSP

Positive Behaviour Support

Life Without Barriers will:

- Use an evidence-based approach to address the needs of a person, including functional behaviour assessments, behaviour support plans, and skill-building interventions.
- Involve the person and their families or supporters in the implementation of Behaviour Support Plans, ensuring that their human rights are respected and upheld.
- Ensure staff, volunteers, and contractors receive appropriate training in the use of positive behaviour support strategies, with an emphasis on promoting and protecting the human rights of the people we support.

Restrictive Practices

Life Without Barriers will:

- Only use restrictive practices as per the person's Positive Behaviour Support Plan and/or as a last resort in situations where there is an immediate risk of significant harm to the person or others.
- Use the least restrictive form of support necessary to mitigate any risk of harm, ensuring that the person's human rights are respected and upheld.
- Ensure that any use of restrictive practices is consistent with relevant legislation, regulations, and guidelines.
- Record and report any use of restrictive practices in accordance with our organisation's incident reporting procedures.
- Regularly review and monitor the use of restrictive practices to ensure they are minimised and used appropriately.

Related legislation

[United Nations Convention on the Rights of Persons with Disabilities \(ratified by Australia in 2008\)](#)

[National Disability Insurance Scheme Act 2013](#)

[NDIS \(Restrictive Practices and Behaviour Support\) Rules 2018](#)