

Challenging Behaviours Management Policy

In Balance Physiotherapy and Fitness (IBPF) have a strict Zero Tolerance Restrictive Practice Policy. IBPF does not use any restricted practice in the following forms: seclusion, chemical (medication), mechanical, physical or environmental.

IBPF employees must read and understand the National Framework for Reducing and Eliminating the Use of Restrictive Practices in the Disability Services Sector which is documented in their personal HRA Cloud Onboarding documentation and orientation checklist which must be signed off by their Team Leader.

IBPF uses the following standards to appropriately and effectively manage individuals with challenging behaviour.

1. A current “Restricted Practice Plan” is part of the Risk Screen conducted at the Initial Service Engagement meeting. If an individual presents with a current “Restrictive Practice Plan”, they are advised that IBPF is unable to support such plan and no further service is engaged.
2. If a challenging behavior develops during the course of support, IBPF will;
 - a. Investigate and follow up on reports from other clients, employees, volunteers or family members by
 - Making a written record of the reported incident including:
 - a description of the challenging behaviour
 - the time and place,
 - the events leading up to the behaviour which may have been possible triggers
 - the impact of the behaviour on the client and others.
 - Involving the client and key family members in the development of an individual plan aimed at improving the challenging behaviour, including a thorough analysis of the problem situation, an agreed model for intervening and measurable behavioural goals for the client.
 - b. If on review, the challenging behavior persists and IBPF considers it lacks the resources, or expertise to manage the behaviours IBPF will withdraw its services.