

# Challenging Behaviour Policy

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# CHALLENGING BEHAVIOUR POLICY

## 1. Statement of Intent

We are committed to the principles of good corporate governance and sustainability and will endeavour to develop fair and consistent policies, procedures and practices.

We do not condone violence and aggression towards staff, supported individuals or members of the public.

However, we recognise that each individual we support has an individual set of needs and that some people need extra support to live full and rewarding lives. Some of the individuals we support have complex behaviours and can display behaviours that may challenge. This can have a negative impact on their participation in everyday life, their self esteem and their relationships with other people.

The purpose of this policy is to define our position on challenging behaviour, to identify and promote positive approaches to practice in this area and to give guidance to staff who support individuals who display behaviours that may challenge.

## 2. Definition

Throughout this policy, the terms “challenging behaviour” or “behaviours that may challenge” are used. The definition of these terms which Kingdom Support and Care CIC has adopted is as follows:-

*“behaviour of such an intensity, frequency or duration as to threaten the quality of life and/or the physical safety of the individual or others and is likely to lead to responses that are restrictive, aversive or result in exclusion”*

(“Challenging Behaviour: A Unified Approach” Royal College of Psychiatrists, British Psychological Society & Royal College of SALT 2007)

We also define challenging behaviour as behaviour that results in:-

- A negative impact on individual’s quality of life – to the extent that their use of community facilities and their participation in activities may be negatively affected
- A threat to the safety of the individual or others i.e. staff, members of the public or other supported individuals
- The use of responses such as physical intervention (CALM), seclusion, monitoring technology or the use of medication to manage behaviour which may temporarily limit the freedom of the individual



### **3. Value of a Positive Behaviour Support Approach**

We have adopted a positive behaviour support approach to support people who display challenging behaviour. Positive behaviour support involves a person-centred approach to supporting people with regard to their challenging behaviour.

Positive behaviour support adopts a position that all challenging behaviour has a purpose and serves a function for the individual. The focus of the approach is to understand the reasons for the behaviour and use this as a basis to develop support plans and strategies which will support the individual to move on from their behaviour and be able to express and meet their needs in a more appropriate way.

Positive behaviour support adopts a holistic person centred approach to behaviour change and does not accept any punishment or punitive based approaches.

Behaviour cannot be seen as separate from the individual's whole life and changes to the individual's support, activity, opportunities and relationships will need to be made in order to support the individual to change their behaviour.

When supporting a person who displays challenging behaviour staff are expected to always:

- Show respect to the individual
- Provide non-punishment based support
- Commit to the belief that, with the appropriate support and approach, services can be provided to anyone who needs them
- Recognise that even the most difficult behaviours have a value to the individual
- See the challenging behaviour in the context of the individual's whole life
- Recognise that if challenging behaviour continues to occur regularly we must look at the support we are providing and recognise where the support and approaches may need to change
- Promote an inclusive lifestyle for the individuals we support, regardless of the behaviours they may present

### **4. Our Commitment to Staff and Supported Individuals**

We are committed to ensuring the safety and well being of our staff and supported individuals as far as is reasonable in the provision of services.

In order to support staff and individuals receiving support, we have a dedicated Positive Behaviour Support Officer as part of our Management team, whose role is to provide support, advice, training and direct input to services where we support individuals who display challenging behaviour.



The aim of the Positive Behaviour Support Officer is to:

- Improve the quality of life for individuals who display challenging behaviour
- Increase staff skills and confidence when supporting individuals who display challenging behaviour, thus reducing the likelihood of injury or stress
- Reduce the intensity, frequency and duration of challenging behaviour
- Support the individual to find alternative methods to have their needs known and met rather than by using behaviours that may challenge

This work involves working with Coordinators and /or Senior Support Workers, spending time in services with staff and direct work with people who display challenging behaviour.

The Positive Behaviour Support Officer has adopted an evidence based approach to challenging behaviour. This means that they monitor and record outcomes of implementing positive behaviour support, in order to ensure that this is making a positive difference in the lives of the individuals we support.

We will ensure that where individuals display challenging behaviour, a positive behaviour support plan will be put in place.

This plan will be drawn up by the Positive Behaviour Support Officer in conjunction with the Coordinator and other relevant staff, the individual and any relevant other parties such as Social Work, relatives or welfare guardians.

Training in Reacting and Responding to Challenging Behaviour and Proactive Approaches to Challenging Behaviour will be given to all staff working in services where challenging behaviour is present.

Where the challenging behaviour of an individual requires a physical or other intervention which limits their freedom, the Physical Intervention and Limits to Freedom Policy should be followed.

## **Policy Review**

This policy will be reviewed 5 years from the date of approval or earlier as required. In the event that this policy is not reviewed within the above timescales, the current approved policy will continue to apply.



Policy reviewed with reference to:

Draft 1:

Draft 2:

Policy audited by:

Presented for discussion and to Board of Management on:

Policy Approved:

Next review date: No later than

