



## **Introduction to Behaviour Support**

### **Unit 1 Risk & Safety Management for Staff Working With Children & Adults With Complex Needs & Behaviour**

#### **Concepts covered**

- The purpose of understanding different approaches to supporting complex behaviour
- Entering and working in accommodation and community settings; assessing your workplace for hazards relating to complex behaviour; looking after yourself and colleagues
- Defining and discussing complex behaviour in professional contexts; reporting writing for critical incidents
- Escalation Cycles and Patterns of Behaviour
- Hazard and risk identification and management
- The Law and Support Staff; balancing common law with organisational policy
- Protecting yourself; proactive and reactive strategies for managing risks and hazards relating to complex behaviour
- Assessing and using your environment and resources strategically to effectively and safely respond to complex behaviour



## **Unit Title**

Introduction to Behaviour Support; Risk & Safety Management for Staff Working With Children and Adults with Complex Needs and Behaviour

## **Unit Purpose**

This unit provides introductory knowledge and skills to be utilised by support staff as a basis for developing further understanding in approaches to supporting complex behaviour in a variety of settings.

The emphasis of this workshop is supporting staff to understand how to assess their working environment for hazards relating to complex behaviour, use of their working environment and resources to respond to and manage risks safely and effectively. This will also include responding to forms of assault and a review of basic strategies for protecting themselves and others, responding to critical incidents in a way that is safe for clients, staff and members of the community.

## **Course Hours**

This unit is delivered in a 5 hour workshop format including coursework and practical group activities.

## **Prerequisites**

Competencies for entry into this unit

- This is an introductory unit. There are no formal prerequisites to attend this course, however, current or previous employment in a support setting is desirable.

## **Content**

The purpose of understanding different approaches to supporting complex behaviour

- The benefit of a common understanding among professional staff
- How our difficulty providing consistency may effect those we are supporting

Self and environment assessment; entering and working in a variety of settings

- Entering a new site
- Risk assessment at visits, interviews and other support settings
- Staff understanding and awareness of hazards involved with supporting complex behaviour

Defining and discussing complex behaviour in professional contexts

- What is challenging or complex behaviour
- Defining behaviour in a way we can observe, measure, discuss and compare in a variety of settings
- Writing about and discussing specific behaviour in different environments
- Maintaining staff understanding of the use of written communication in the context of supporting complex behaviour with an emphasis on reporting writing for critical incidents

Interrupting Behaviour and basic strategies

- Basic strategies for interrupting and shaping behaviour

Common law and organisational policy; Red flags, what are my limitations and rights

Responding to potentially hazardous situations or assaultive behaviour strategically

## **Assessment**

- Each participant will develop a site risk assessment describing hazards in the context of supporting complex behaviour relating the environment they work in
- All site assessments will be completed and presented in groups during allocated workshop time.
- In small groups each participant will develop a written behaviour definition and present them in groups during allocated workshop time.
- Each participant, in small groups, will demonstrate a scenario relating to a common incident or complex behaviour in their workplace for discussing and reflection with the class regarding hazards, approaches, risk management and workplace requirements .
- Participants will witness a demonstration incident and be required to complete an incident report to explore the process of writing to

this genre appropriately and to meet organisational and legal contexts

## Resources/Readings

- Workbook Provided
- Lecture slides provided as handouts

