

## Risk Management for Staff Working with Children and Adults With Complex Needs and Behaviour

### Program Outline

#### 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
- Escalation, cycles and patterns of behaviour

#### 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

#### Policy, Procedure and the Law

- Common law and organisational policy; Red flags, what are my client's and my own limitations and rights?
- Responding to potentially hazardous situations or assaultive behaviour strategically

**Costs:** \$ 62 per person

**When & Where:** 9am – 4pm

**Launceston Thursday 3<sup>rd</sup> November 2011;** Anglicare Tasmania, Large Training Room, 116 Elizabeth Street, Launceston

**Hobart Thursday 20<sup>th</sup> October 2011;** Anglicare Tasmania Board Room, 18 Watchorn Street Hobart

#### Who can attend?

This workshop is targeted toward direct support staff working with adults or children with complex behaviour. Currently employed staff will find this of particular interest as will those entering the workplace.

#### Who is your presenter?



Mr Night has over 10 years experience working in direct support settings with children and adults experiencing Autistic Spectrum Disorders and extreme complex needs. This has included teaching at the Brisbane Youth Detention Centre, supporting clients with extreme behaviour in secure settings at Basil Stafford and Walston Park mental health services through Disability Services Queensland, as well as, within a wide range of community based and secure care contexts.

Working originally within Special Education settings and then developing and managing services with ASD specific organizations throughout Queensland, he brings both a professional, academic and real life approach to developing support planning for children and adults with Asperger's Syndrome and ASD as well as individuals with extreme complex needs. River currently works with services and families developing support planning for young people and adults with complex needs directly, through consultation, group training and development. He has also recently moved to Tasmania and has a number of projects he is working on in raising community awareness of ASD, writing and developing text and programs for families.

River has managed and developed accommodation, crisis, respite and in-home support programs funded by Child Safety, Disability Services, Commonwealth Carer, and NGO brokered programs throughout Queensland.



River has studied special education, psychology and mental health through Griffith and the University of Queensland and is continuing his study in Psychology in 2011. His particular interest is young people with extreme and complex support needs through disability, mental illness or other complex needs at a direct support and case level within a range of contexts. River has also done extensive work in quality systems, developing policy and procedure for organisations towards licensing, quality audits and organisational development. Through his extensive work in this sector he has identified a need for concrete support strategies and understanding for carers and those involved with people with complex needs at a grass roots level to complement the growing clinical and service level research and development.

“we need to get back to the basics of how carers and professionals support people with complex needs in real, everyday environments”

Mr Night is also an adult with Asperger’s Syndrome. He was recently part of a talk back program with Prof. Tony Attwood and Counsellor Rachael Harris on 96.5 FM with Peter Janetzki in Queensland. You can download the Pod Cast here <http://www.96five.com/pages/content.aspx?pid=67>

### 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

For more information about any of our workshops please go to

<http://www.rivernight.net.au>

SEE YOU THERE!

