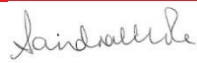


Dignity of Risk | Policy and Procedure

Document name	Dignity of Risk	CEO approved	
Category	People We Support		
Version	1	Approval date	August 2025
Implementation date	31 August 2025	Review date	August 2028

Purpose

To provide guidance to Identitywa Disability Services Limited (Identitywa) workers and participants in relation to dignity of risk.

Who is this Policy and Procedure for?

The Policy and Procedure applies to all workers of Identitywa and participants they support.

Policy Statement

Identitywa acknowledges the human rights of participants to make informed choices and to take reasonable risks about their own life.

Dignity of risk is based on the belief that self-determination and the right to take reasonable risks are essential for dignity and self-esteem of a person. Every person has the right to experience and learn from their experience, develop skills and independence.

Identitywa also recognises that it has a duty of care to prevent or minimise harm to participants and workers. Safety aspects must be considered in conjunction with risk taking and if required, safety takes priority.

Procedure

Dignity of risk is **NOT** about supporting participants to take risks that could harm them emotionally, physically, or financially; this would be considered a breach of duty of care.

Dignity of risk **IS** about supporting the participants' right to make considered and informed choices, where appropriate or necessary in consultation with their informal or formal support network.

Informed decision making, relating to dignity of risk, involves a general awareness of the consequences of the decision. The decision needs to be made by the participant, voluntarily and without coercion.

Participants with intellectual disability and/or communication needs are supported to make their own decisions and Identitywa workers understand, that cognitive impairment is not a reason for a person to be excluded from the decision-making process.

Duty of care and dignity of risk require careful consideration when working with the participants we support. This entails balancing the participant's safety with the need to respect their right to freedom of choice and to take risks. Identitywa workers must identify precautions which could be taken to minimise potential risks or harm.

There is a strong distinction between letting someone take a harmful risk and not letting them take any. Workers need to carefully assess risks and their potential consequences to the participant or others and balance their duty of care with the participants' dignity of risk.

If a potential for harm to the participant or others involved with a risk-taking activity outweighs the dignity of risk → *the worker must explain their **duty of care** obligations to the participant and inform the Service Manager of the relevant concerns in a time critical manner.*

If any Work Health and Safety concern outweighs the dignity of risk → *the worker must inform the Service Manager of the relevant concerns in a time critical manner.*

The participant must be informed, and considerations explained to them. Alternative options may be sought, to achieve same benefits for the participants whilst minimizing the potential harm. If a legally appointed decision maker is in place, such as a family member or guardian, they are also consulted in relation to the dignity of risk issue.

If a participant makes an informed decision and there is no duty of care or WHS concerns, then the Workers must not attempt to change the participant's mind regarding a decision they have made.

Workers are educated on the *Dignity of Risk* and the *Duty of Care* at induction.

Accessibility

If you are a participant or part of the participant's support network and speak a language other than English and you need an interpreter, you can contact the Translating and Interpreting Service (TIS) for free translation services. Dial 131 450 and ask your interpreter to call (08) 9474 3303 for you.

If you're deaf or find it hard to hear or speak to hearing people on the phone, call the National Relay Services (NRS) TTY 133 677.

How do we know we are getting it right?

This document is reviewed within the framework of Identitywa's quality assurance and continuous improvement process, in consultation with key stakeholders. Process performance and effectiveness are measured against Identitywa's standards, objectives, and practices as part of a scheduled review of this and other related documents based on the level of risk to participants and the organisation.

All Identitywa policies and procedures are measured against the NDIS Practice Standards and other applicable standards, such as the National Catholic Safeguarding Standards.

Definitions

Dignity of Risk

Dignity of risk is the recognition that every individual should be able to do something that has a level of risk involved, whether real or perceived.

Duty of Care

To have a responsibility to take reasonable care and not be negligent or careless, to avoid injury or harm to a person, whilst at the same time considering sensible risk taking for each individual.

Participant

A person supported by Identitywa, such as a client, resident, or other recipient of services.

Support Network

Family, friends, carers, and other people who have a supportive relationship with a participant.

Worker

A person who carries out work in any capacity for a person conducting a business, including work as:

- An employee
- A contractor or sub-contractor/sole trader
- An employee of a contractor or sub-contractor or sole trader
- A student, trainee, apprentice, volunteer, or host.

The Legal and Regulatory Requirements we have to follow

[National Disability Insurance Scheme \(NDIS\) Act 2013](#)

[NDIS Code of Conduct](#)

[NDIS \(Complaints Management and Resolution\) Rules 2018](#)

[NDIS \(Provider Registration and Practice Standards\) Rules 2018](#)

[NDIS \(Quality Indicators\) Guidelines 2018](#)

[Work Health and Safety Act 2020](#)

[Work Health and Safety Regulations \(General\) 2022](#)

Other related documents

Advocacy Policy and Procedure (& Easy Read)

Advocacy Services List

Consent Policy and Procedure

Decision Making Policy and Procedure

Duty of Care Policy

Identitywa Code of Conduct

Maintaining a Culture of Safety Policy

Person Centred Approach Policy

Positive Behaviour Support Policy and Procedure

Privacy Policy and Procedure

Protection of Participants Policy and Procedure

Safeguarding Children and Young People Policy / Procedure

Rights Policy (& Easy Read)

Work Health and Safety Policy

Do you need to know more?

If you have any questions regarding policies, procedures, and reviews or if you would like to be involved in our policy development program, please contact the Quality and Compliance Team: Contact - Telephone: (08) 9474 3303.