# Recognising Restrictive Practices Workshop

NDS National Disability Services

# Before we begin…



- Some of the things we talk about might make you feel uncomfortable

- It's OK to have a break if you need to

- Think about who you can talk to if you need extra support

- Lifeline: 13 11 14

- Beyond Blue: 1300 224 636

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# In this session

- A Human Rights based approach

- The NDS Zero Tolerance Initiative – An overview

- Quality of life

- The misuse of restrictive practices

- What the evidence tells us

- Practice Leadership & Reflective Practice

# A Human Rights based approach

- Recognising an individual's rights is paramount to the support provided.

- Reducing and eliminating the use of restrictive practices is consistent with the UNCRPD.

- Restrictive practices should only occur as a last resort, using the least restrictive alternative, for the shortest possible time.



Link: Human Rights and You Animations

# 1. Understanding Abuse

| Promote and apply human rights | Understand causes of abuse | Recognise risk factors and signs of abuse |

# 2. Practices and Safeguards which can help prevent abuse

| Implement policy and practice that protect people's rights | Support empowerment of people with disability | Create the right organisational cultures |

# 3. Addressing Risk for Specific Groups and Service Settings

| Targeted approaches for groups at increased risk of abuse | Target service features and settings that increase risk | Reducing and eliminating restrictive practices |

# 4. Responding to abuse

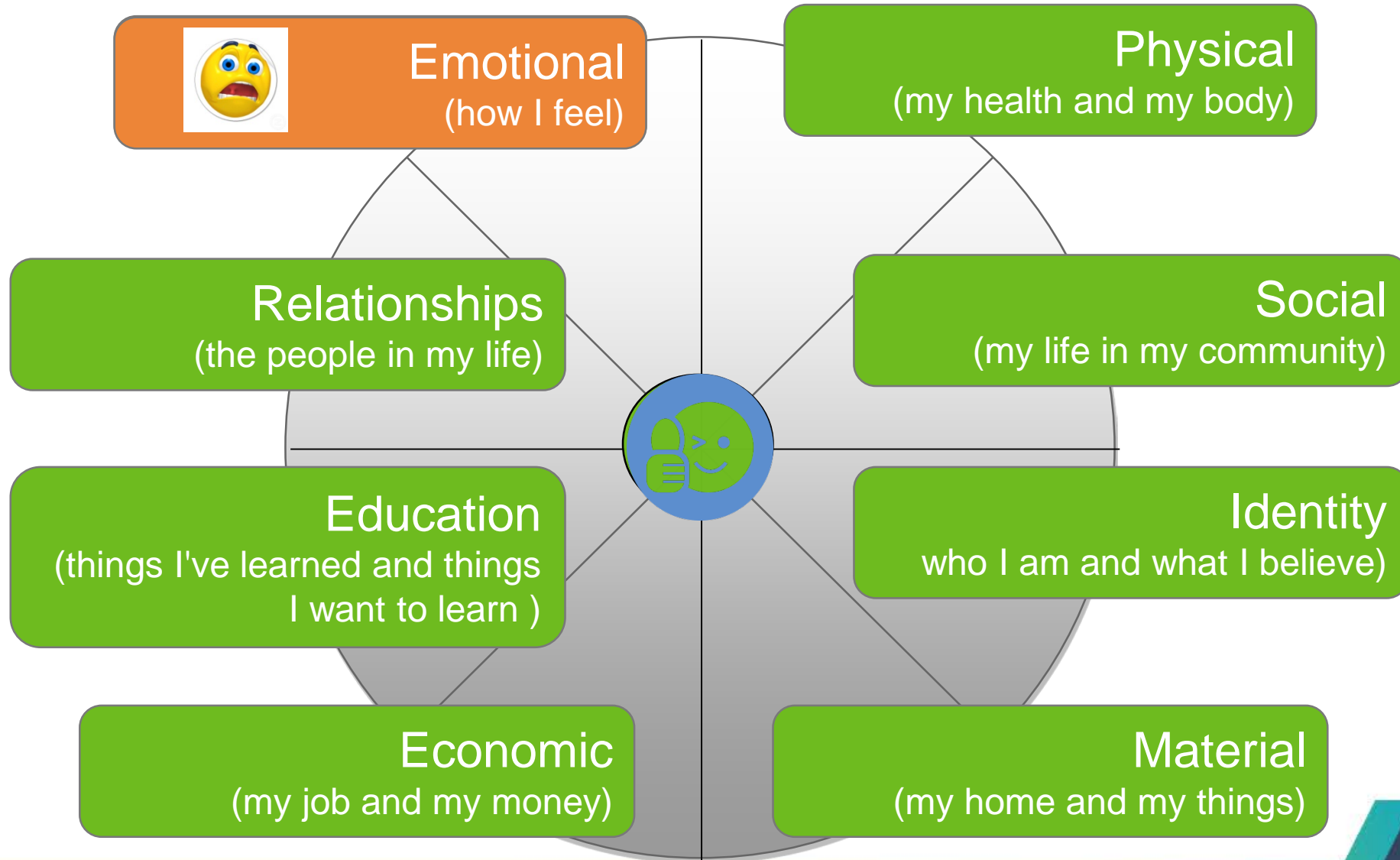| Early intervention and response | Supporting the person | Meet legal and organisational requirements |

# 5. Analysis, Learning and Improvement

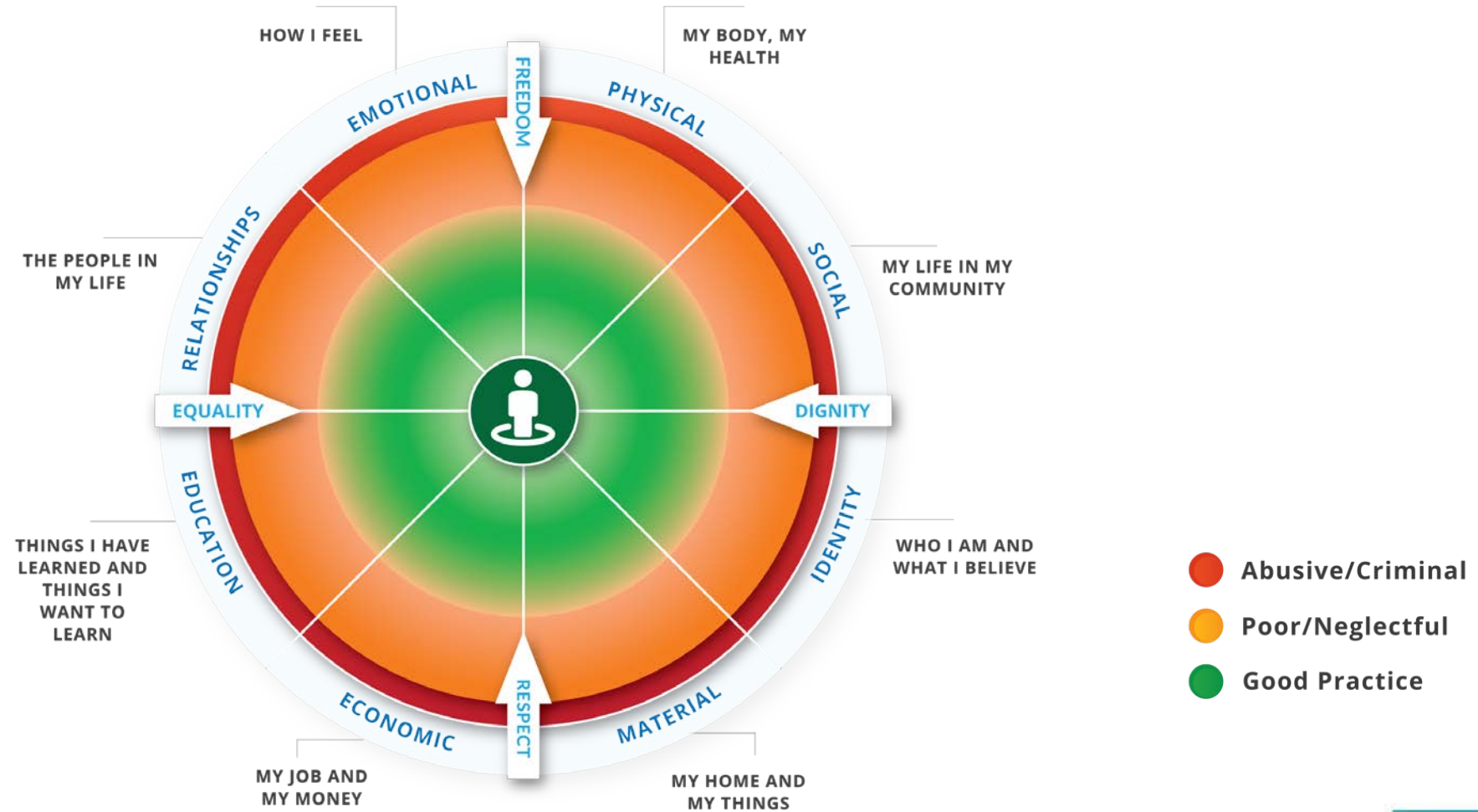| Maintain and analyse records | Continuous improvement | Support initiatives to reduce abuse |

ZERO TOLERANCE
Focus on rights, target abuse

Link: NDS Zero Tolerance Website

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# Focusing on quality of life



**Emotional** (how I feel)

**Physical** (my health and my body)

**Relationships** (the people in my life)

**Social** (my life in my community)

**Education** (things I've learned and things I want to learn )

**Identity** who I am and what I believe)

**Economic** (my job and my money)

**Material** (my home and my things)

# The NDS Empowerment circle



Link: NDS Empowerment Circle

# What are restrictive practices?

- "any practice or intervention that has the effect of **restricting the rights or freedom of movement** of a person with disability, with the primary purpose of protecting the person or others from harm."

*National Framework for Reducing and Eliminating the Use of Restrictive Practices*

# NDS Recognising Restrictive Practices Films

- **Seven pairs of films:**
- Physical restraint
- Chemical restraint
- Mechanical restraint
- Seclusion
- Restricted access
- Power control
- Consequence control

Link: NDS Recognising Restrictive Practices Films

# Physical restraint film

- https://vimeo.com/242185986

# Physical Restraint Reflections

- https://vimeo.com/242186050

# The misuse of restrictive practices

- Restrictive Practices can be overused or misused
- Sometimes staff may not even be aware that they're implementing a restrictive practice.
- Staff training, supervision and reflective practice is critical
- Identify when there is a higher risk and implement strategies to minimise this
- Encourage new staff to question why restrictive practices are in place
- Foster a positive organisational culture to ensure people feel safe to speak up

Link: NDS Positive Cultures Films

# What does the evidence tell us?

- Restrictive practices have a negative impact on the wellbeing and quality of life of people with disability. (Sigafoos, Arthur, & O'Reilly, 2003; Singh, Lloyd, & Kendall, 1990)

- High quality behaviour support plans lead to a reduction in restrictive practices over time.  Lower quality plans lead to an increase in restrictive practices. (Webber, L., Richardson, B., Lambrick, F., & Fester, T. 2012).

- Strong leadership, workforce development and the use of debriefing following the application of restrictive interventions can reduce the of use of restrictive practices (LeBel et al, 2012)

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# Capable environments

- Positive social interactions

- Support for communication

- Support for participation in meaningful activity

- Provision of consistent and predictable environments, personalised routines, and activities

- Support to establish and/or maintain relationships with family and friends

# Capable environments

- Provision of opportunities for choice

- Encouragement of more independent functioning

- Personal care and health support

  Link: CID Health Fact Sheets

- Provision of acceptable physical environments

- Mindful, skilled support workers and carers.

McGill, P., Bradshaw, J., Smyth, G., Hurman, M., & Roy, A. (2014).

# Practice Leadership

- "An individual who develops, encourages and supports their staff team to put into practice the vision of the organisation." (Beadle-Brown, Bigby & Bould, 2015)

- Encouraging people to focus on continuous improvement

- Empowering and inspiring support workers

- Supporting the implementation of positive behaviour support

- Facilitating reflective practice

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# Reflective Practice
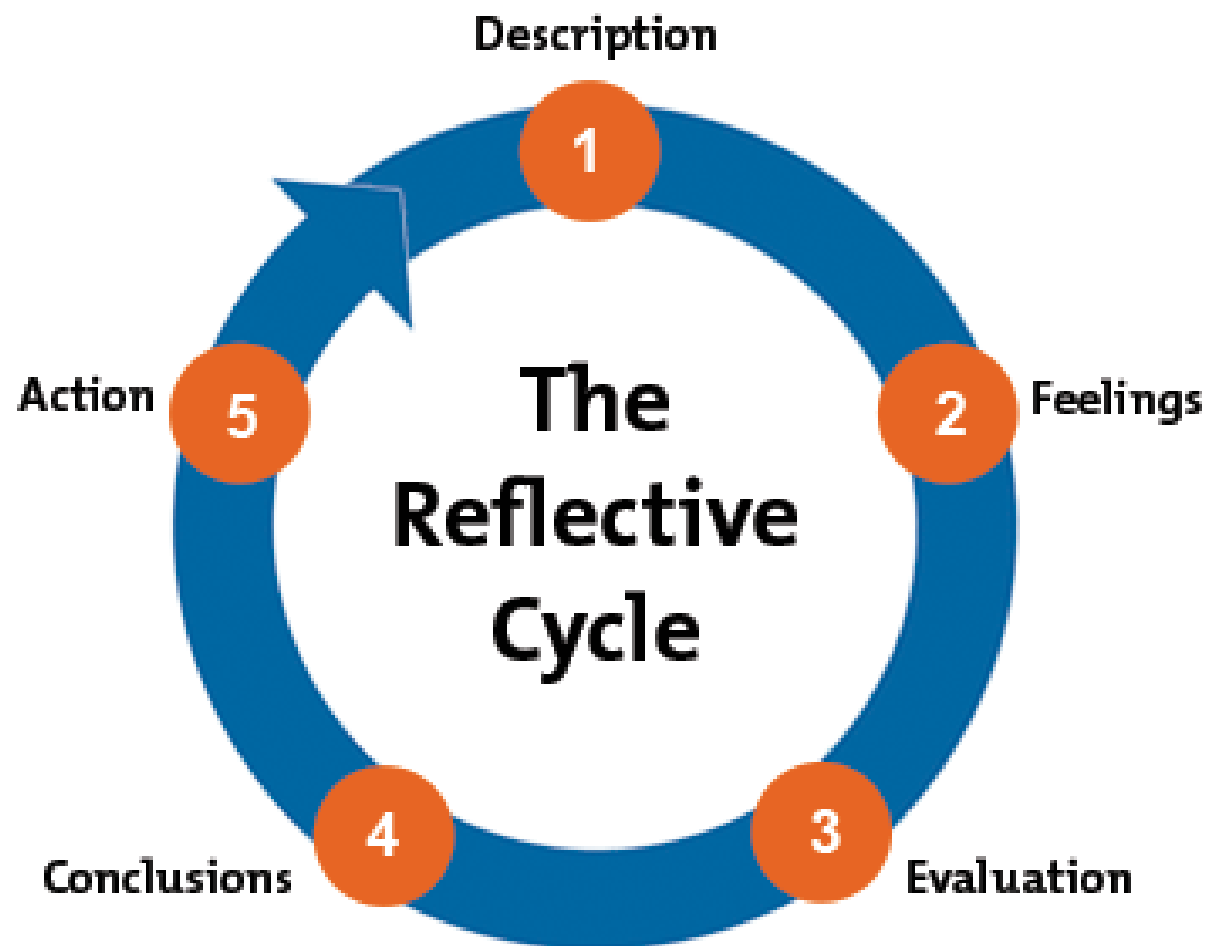


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