Recognising Restrictive Practices Workshop Zero Tolerance session

# Slide 1

## Recognising Restrictive Practices Workshop

# National Disability Services Logo

# Slide 2

## 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

# Slide 3

## 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

# Slide 4

## 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](https://www.nds.org.au/zero-tolerance-framework/understanding-abuse)

# Slide 5

## Zero Tolerance to abuse



1. Understanding Abuse

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

1. 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

1. Addressing Risk for Specific Groups and Service Settings

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

1. Responding to abuse

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

1. Analysis, Learning and Improvement

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

Link: [NDS Zero Tolerance Website](https://www.nds.org.au/resources/zero-tolerance)

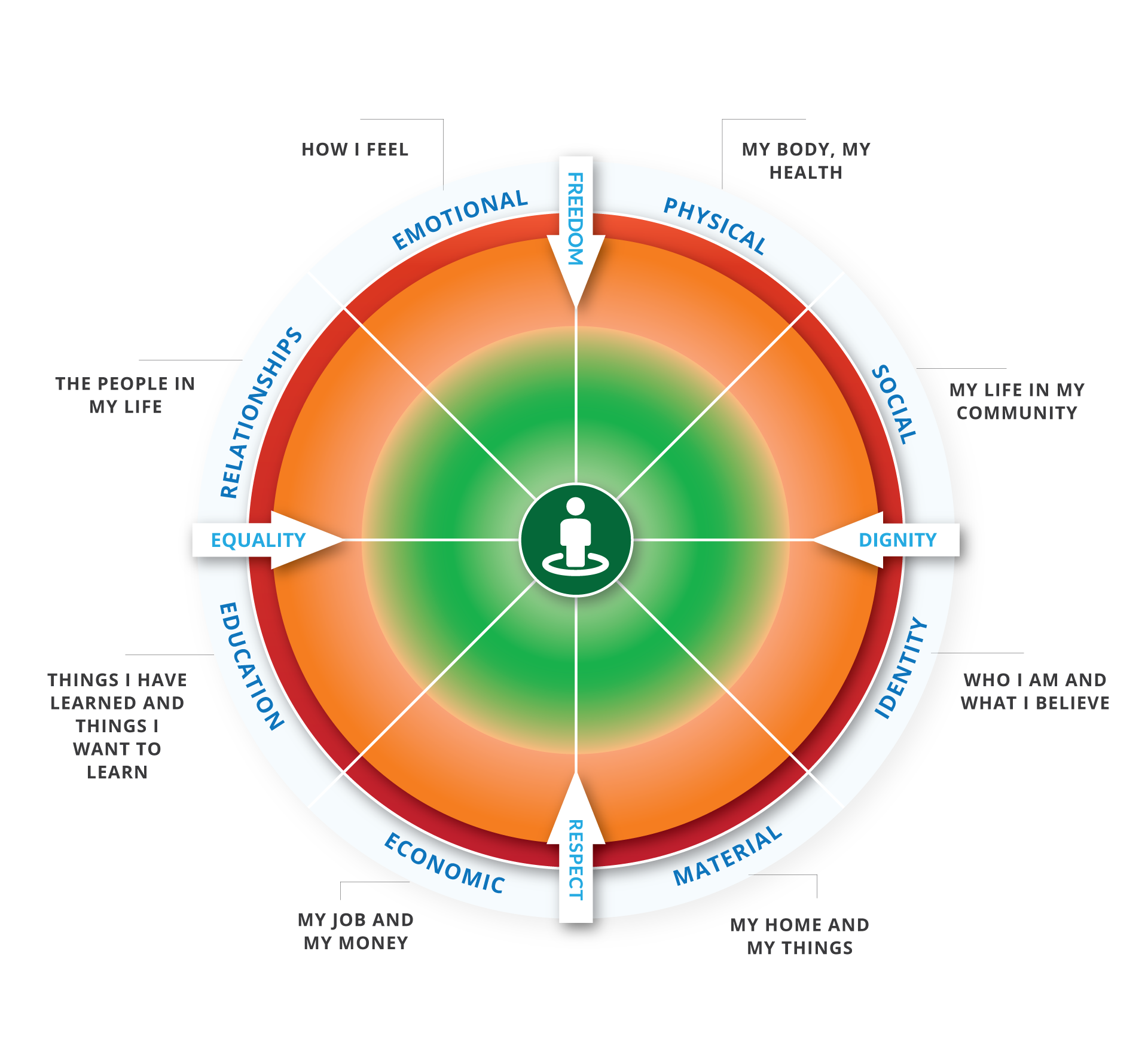
# Slide 6

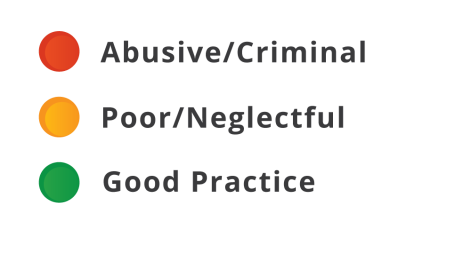
## Focusing on the quality of life

* Emotional (how I feel)
* Relationships (the people in my life)
* Education (things I’ve learned and things I want to learn)
* Economic (my job and my money)
* Physical (my health and my body)
* Social (my life in my community)
* Identity (who I am and what I believe)
* Material (my home and my things)

# Slide 7

## The NDS Empowerment circle





[NDS Empowerment circle](https://www.nds.org.au/images/resources/resource-files/NDS_ZTUA_The_Empowement_Circle_diagram.pdf)

# Slide 8

## 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

# Slide 9

## 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](https://www.nds.org.au/zero-tolerance-framework/considering-additional-risk)

Decorative image omitted.

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## Physical restraint film

Link: [Physical Restraint Video](https://vimeo.com/242185986)

# Slide 11

## Physical restraint reflections

Link: [Physical Restraint Video Reflections](https://vimeo.com/242186050)

# Slide 12

## 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 restrictive practices are in place
* Foster a positive organisational culture to ensure people feel safe to speak up

Link: [NDS Positive Cultures Films](https://www.nds.org.au/zero-tolerance-framework/preventing-abuse)

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## 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’Reily, 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).

# Slide 14

## 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

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## Capable environments

* Provision of opportunities for choice
* Encouragement of more independent functioning
* Personal care and health support
  + Link: [CID Health Fact Sheets](https://cid.org.au/resource/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).

# Slide 16

## 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

Gibbs G, (1998).

Gibbs' Reflective Cycle Diagram which is a arrow making a circle with the following text: The Reflective cycle
1. Description
2. Feelings
3. Evaluation
4. Conclusions
5. Action


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## References

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