

# Six Key Restraint Reduction Strategies

The use of coercive and restrictive practice can be minimised, and the misuse and abuse of restraint can be prevented. The first steps in doing so are to set expectations across your organisation. Use these six steps as a way to assess your organisation's strengths, and look for ways you can improve.

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**Strategy One: Leadership.** The organisation develops a mission, philosophy and guiding values which promote non-coercion and the avoidance of restraint. Executive leaders commit to developing a restraint reduction plan which is implemented and measured for continuous improvement.

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**Strategy Two: Performance Measurement.** The organisation takes a 'systems' approach and identifies performance measures which determine the effectiveness of its restraint reduction plan and which measure key outcomes for customers.

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**Strategy Three: Learning and Development.** The organisation develops its staff with the knowledge and skills to understand and prevent crisis behaviour. Training is provided which gives staff the key competencies and supports the view that restraint is used as a last resort to manage risk behaviour associated with aggression, violence and acute behavioural disturbance.

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**Strategy Four: Providing Personalised Support.** The organisation uses restraint reduction tools which inform staff and shape personalised care and support to customers.

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**Strategy Five: Communication and Customer Focus.** The organisation fully involves customers in a variety of roles within the service, identifies the needs of customers and uses these to inform service provision and development.

6

**Strategy Six: Continuous Improvement.** The principle of post-incident support and learning is embedded into organisational culture.

Ready to commit to reducing restraint? Join us in our mission and pursuit of providing restraint free services built on continuous learning and improvement.

Learn more at [restraintreductionnetwork.org](http://restraintreductionnetwork.org)

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