

Restraint Reduction Network

Charter for change

Our commitment to reducing restrictive practices

1 We believe all people are entitled to equal enjoyment, social justice and the protection of human rights and fundamental freedoms. Regardless of the behaviours people might present, **everyone will be treated with respect and dignity** and their Care, Welfare, Safety and SecuritySM will be maintained¹.

2 Supporting people, especially those individuals who at times may present with behaviours that cause concern, requires a commitment to develop personalised services, care and support which **places the person at the centre of everything we do**.

3 **People are experts in their own experiences.** Understanding people's needs, history, future wishes and aspirations is essential and a commitment to listen to, and collaborate with the individual and those significant others who are important in their lives is fundamental in order to deliver high quality services and outcomes.

4 Our leaders and managers will take an active role in reviewing the use of all forms of restrictive practices up to and including formal, authorised restrictive interventions (including psychosocial, environmental, physical and chemical restraint) and will develop a range of organisational approaches to ensure all forms of restriction are minimised. **Our leaders and managers will create a positive culture and work alongside all staff** to ensure restrictive practices are not misused or abused and remain the last, and not first, resort.

5 We will ensure all forms of restrictive practices are recorded and reported. **The use of restrictive practices will be considered an organisational inability to deliver effective support, care or treatment** and as such will be reviewed in an open and transparent way so that we can learn more about the person in order to offer more person-centred, effective services which do not rely on such restrictions.

7 People who are subjected to or are involved in applying restrictive practices will have access to someone they can talk to about their experiences. It is essential that people have access to support and help if required and **are supported to complain if they are unhappy regarding any aspect of the care and support** we provide.

8 The use of any restrictive practice will be undertaken in the best interests of the person or **only as a last resort in an emergency to maintain safety** in circumstances where there is immediate or imminent harm where non-restrictive alternatives cannot be used or have failed.

6 People who may be subject to restrictive practices will be given **clear information about the range of restrictive approaches approved and authorised within the service**, the circumstances which govern their use, and whom to complain to if there is concern about how these measures are implemented.

9 We will make everyone accountable for the use of restrictive practices and **require a clear and robust justification** when such approaches are used.

10 Wherever possible, the use of specific restrictive interventions (including physical restraint) will be assessed and planned to meet the specific needs of the individual, **taking account of their history, physical and psychosocial needs** and preferences in order to minimise distress, trauma or risk of harm.

11 The use of any restrictive practice which is considered degrading, abusive or inhumane is unacceptable and will be prevented. We will not authorise or approve any specific restrictive intervention which, by design or misapplication, is likely to lead to avoidable pain or injury. **Restrictive practices will not be used to enforce rules, to punish or coerce, or as a substitute for a lack of resources.**

12 We will ensure that **all our staff are appropriately trained** to use restrictive practices as part of a wider commitment which will ensure our workforce are knowledgeable and skilled in using non-restrictive interventions which are embedded in person-centred thinking, positive behaviour support, recovery and social inclusion.

¹ **Definition of Care, Welfare, Safety and SecuritySM**

Care: Demonstrating respect, dignity and empathy; providing support in a non-judgemental and person-centred way.

Welfare: Providing emotional and physical support; acting in the person's best interests in order to promote independence, choice and well-being.

Safety: Protecting rights, safeguarding vulnerable people, reducing or managing risk to minimise injury or harm.

Security: Maintaining safe, effective, harmonious and therapeutic relationships which rely on collaboration.