



Eliminating Restrictive Practices Policy

Policy statement

All About You – Disability Services recognises, upholds and promotes the rights of people with disability and their right to personal freedom. All About You – Disability Services is committed to eliminating restrictive practices.

This policy supports All About You – Disability Services' application of the National Standards for Disability Services, in particular Standard 1: Rights.

Scope

This policy applies to all persons with disability, and all staff. This policy guides staff on the standards of practice regarding eliminating the use of restrictive practices. It identifies the need for safeguarding approaches on rare occasions where restrictive practices are required.

The Managing Director is responsible for the procedures and practice required by this policy.

Principles

- The elimination of restrictive practices upholds and promotes the human rights of all people with disability.
- Continued assessment, planning and review of individual supports is required to eliminate the use of restrictive practices.
- Positive behaviour supports are best developed in collaboration with people with disability, family, friends, carers, advocates and other stakeholders.
- People with disability, their families and carers are the natural authorities for their own lives and are in the best place to communicate their choices and decisions.
- People with disability will be supported and any restrictive practices will be the least restrictive as possible, time limited and used only as a last resort where the benefits to the individual outweigh any possible negative effects.
- All About You – Disability Services' practice aligns with NDIS Commission Code of Practice for the Elimination of Restrictive Practices.
- Restrictive practices will not be used as a punishment or for staff convenience.
- Different service types and approaches may be needed for different people in order to ensure each person has the same opportunities.
- All About You – Disability Services is committed to the wellbeing, inclusion, safety and quality of life of people with disability.
- All About You – Disability Services will do everything possible to ensure people with disability are safe and treated fairly and respectfully with regard to their wellbeing.

- All About You – Disability Services will follow the NDIS Commission Guidelines and their policies and procedures around Behaviour Support and Reportable Incidences.

Definitions

Staff – refers to permanent full-time, part-time and casual employees, contract workers, temporary agency workers, and volunteers.

Informed consent – means a person using appropriate and adequate information can make a decision which they make freely and without unfair pressure or influence. Part of informed consent is that the person also understands the consequences of their decisions.

Restrictive practices – any intervention and/or practice used to restrict the rights or freedom of movement of people with disability. This includes seclusion, chemical, mechanical, physical, environmental and psychosocial restrictive practices.