

RESTRICTIVE PRACTICE POLICY AND PROCEDURE

Purpose

The purpose of this policy is to ensure that Down Syndrome NSW (DS NSW) provides support and services that promote the human rights and dignity of individuals with Down syndrome and that any use of restrictive practices is only used in limited circumstances where it is necessary to prevent harm to the individual or others. This policy aims to prevent the unnecessary use of restrictive practices and to promote positive behaviour support strategies that are least restrictive and least intrusive. This policy provides guidance to staff on the assessment, approval, and use of restrictive practices and ensures that any use of restrictive practices is monitored closely, recorded accurately, and reviewed regularly.

Policy Statement:

DS NSW is committed to providing support and services that promote the human rights and dignity of individuals with Down syndrome. We recognize that some individuals may exhibit challenging behaviours that can be difficult to manage, but we believe that the use of restrictive practices is never acceptable except in limited circumstances where it is necessary to prevent harm to the individual or others. We will ensure that our supports and services are designed to minimise the need for restrictive practices and to promote positive behaviour support strategies that are least restrictive and least intrusive. We will provide training and support to staff to enable them to manage challenging behaviours in a safe and respectful manner, and to ensure that the use of restrictive practices is only used as a last resort and in accordance with relevant legislation and best practice guidelines.

Applicability:

All DS NSW Workers, Board Members and Participants.

Roles and Responsibilities:

Board	Promote best practice, continuous improvement and a service delivery culture that promotes and supports Restrictive Practice.
CEO	Oversee the implementation of this policy and procedure. Ensure compliance of this policy and procedure. Manage non-compliance of this policy and procedure.
Management	Ensure compliance of this policy and procedure. Report non-compliance to the CEO.
Workers	Comply with this policy and procedure.
Participants	Comply with this policy and procedure.

Procedure

Prevention and Reduction of Restrictive Practices:

- DS NSW will implement strategies to prevent and reduce the need for restrictive practices, including positive behaviour support plans, environmental modifications, staff training, and communication strategies.
- DS NSW will ensure that staff are trained in positive behaviour support strategies and are aware of the potential risks associated with the use of restrictive practices.
- DS NSW will ensure that staff are aware of the importance of maintaining accurate records of incidents and of the need to regularly review and evaluate behaviour support plans.

Assessment and Approval of Restrictive Practices:

- DS NSW will ensure that the use of restrictive practices is only considered when all other strategies have been exhausted and where it is necessary to prevent harm to the individual or others.
- DS NSW will ensure that any decision to use restrictive practices is made by a senior staff member in consultation with the individual, their family, and other relevant supports and services.
- DS NSW will ensure that any decision to use restrictive practices is based on a thorough assessment of the risks and benefits and that alternatives have been considered and deemed ineffective.

Use of Restrictive Practices:

- DS NSW will ensure that any use of restrictive practices is guided by a behaviour support plan that has been developed in consultation with the individual, their family, and other relevant supports and services.
- DS NSW will ensure that any use of restrictive practices is monitored closely and recorded accurately, including the type of practice used, the duration and frequency of use, and any adverse effects.
- DS NSW will ensure that any use of restrictive practices is reviewed regularly to assess their effectiveness and to identify any alternative strategies that could be used.

Reporting and Review:

- DS NSW will ensure that any use of restrictive practices is reported to the relevant authorities in accordance with relevant legislation and best practice guidelines.
- DS NSW will ensure that any use of restrictive practices is reviewed regularly to assess their appropriateness, effectiveness, and potential for harm.
- DS NSW will ensure that any incidents involving the use of restrictive practices are investigated thoroughly and that any necessary actions are taken to prevent a recurrence.

Variation:

DS NSW reserves the right to vary, replace or terminate this policy. Staff will be informed by e-mail of revisions to this Policy as they arise and the date from which these changes will take effect.

Definitions:

Term	Definition
Restrictive Practices:	Any practice that restricts an individual's movement, liberty or freedom of choice, including physical, chemical or mechanical restraint, seclusion, forced medication, and other similar practices.
Positive Behaviour Support:	A person-centred, evidence-based approach to supporting individuals with challenging behaviours involves identifying the reasons for the behaviour and developing proactive strategies to prevent the behaviour from occurring.
Behaviour Support Plan:	A written plan that outlines the strategies that will be used to manage an individual's challenging behaviours, including positive behaviour support strategies, and any necessary restrictive practices

Document Control

Policy review every: 3 years

Version	Date Commenced	Policy Owner	Change Description	Review Date	Policy Approver
V1.0	April 2023	Specialist PCC	New Policy	April 2026	CEO