

Outcomes First Group: Approach to Restraint and Restraint Reduction

At Outcomes First Group, we are dedicated to creating safe, supportive, and therapeutic environments for all young people. Our approach to restraint and restraint reduction is grounded in trauma-informed care and neurodiversity affirmation, ensuring that every strategy we employ prioritises the well-being and dignity of those we support.

Key Principles

1. **Prevention and De-escalation:** We utilise CPI's safety intervention training, focusing on early intervention and de-escalation techniques to prevent behaviours from escalating to the point where physical intervention might be necessary.
2. **Minimising Physical Interventions:** Physical interventions are used only as a last resort and in the safest manner possible. Our strategy aligns with the Restraint Reduction Network (RRN) standards, emphasising the importance of building strong, supportive relationships to reduce the need for restraints.
3. **Reflective Practice:** We regularly review incidents to learn and improve our approaches. Reflective practice groups create dedicated spaces for teams to evaluate and refine their methods, ensuring practices remain evidence-based and effective.
4. **Training and Support:** Comprehensive training is provided to all staff, equipping them with the skills to recognise early warning signs and employ de-escalation techniques. Ongoing professional development ensures staff remain confident and competent in using CPI techniques.

Ethical Care Commitment

Our commitment to ethical care means continuously striving to reduce the use of restraints and seclusion. We believe that the safest restraint is the one that never occurs. By fostering a culture of safety, dignity, and respect, we ensure our practices are compliant with regulatory standards and aligned with our core values of compassion and care.

When Restraint is Used

Restraint is used only as a last resort when there is an imminent or immediate risk of harm to the individual or others. Specific situations include:

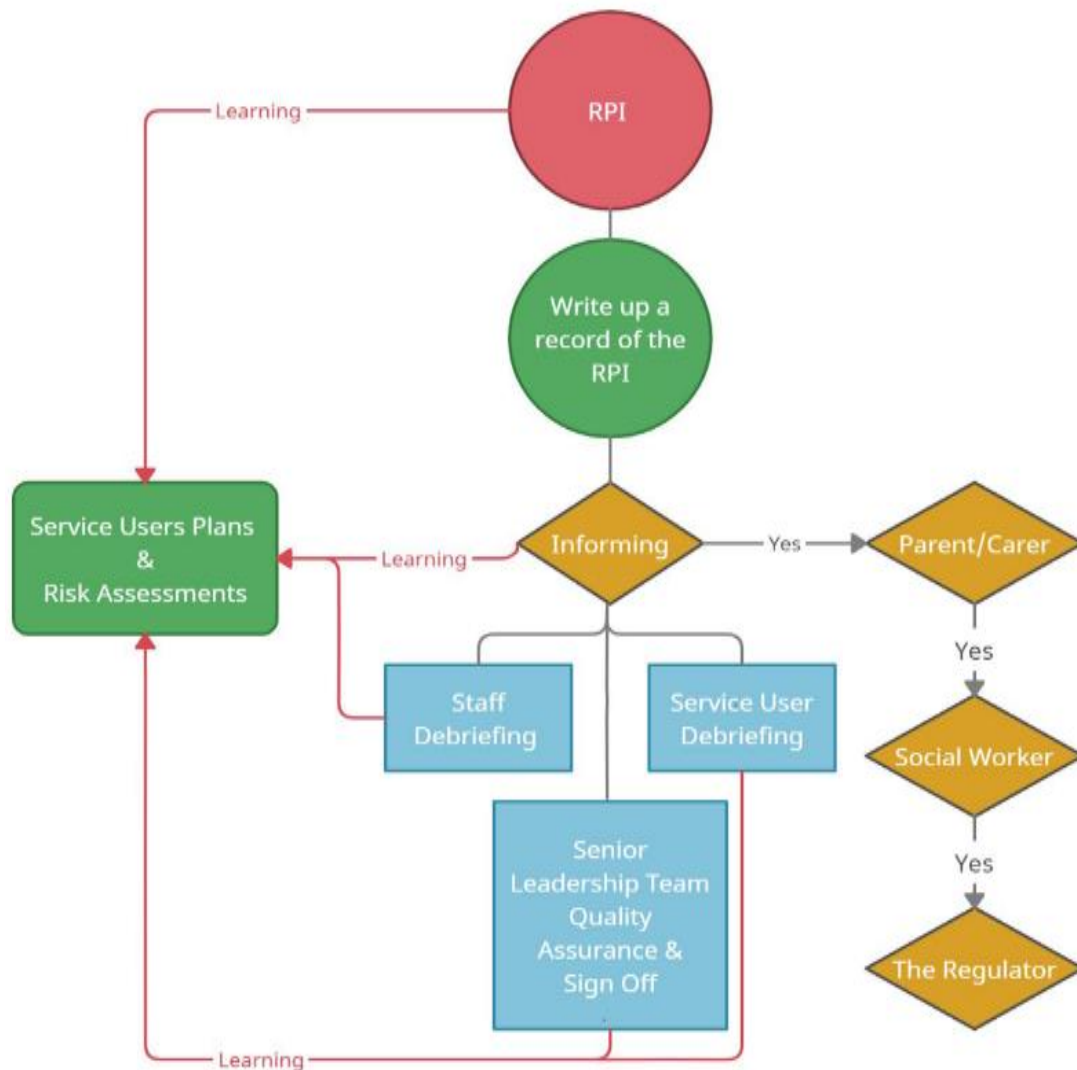
- **Preventing Self-Harm:** When an individual is at risk of causing serious harm to themselves.
- **Preventing Harm to Others:** When an individual poses a threat of serious harm to others.
- **Preventing Property Damage:** When an individual's actions could result in significant property damage that could lead to harm.

In all cases, the use of restraint must be reasonable, proportionate, and the least restrictive option available.

Post-Incident Actions

Following a restraint, the following post-incident actions are taken to ensure safety and continuous improvement:

1. **Immediate Medical Check:** The individual involved in the restraint is checked for any injuries or medical issues.
2. **Debriefing:** Both the individual and staff involved participate in a debriefing session to discuss the incident, understand what happened, and identify ways to prevent future occurrences.
3. **Documentation:** Detailed records of the incident are maintained, including the circumstances leading to the restraint, the actions taken, and the outcomes.
4. **Review and Reflection:** The incident is reviewed by the leadership team to identify any lessons learned and to update policies and practices as needed.
5. **Support for Staff and Individuals:** Ongoing support is provided to both staff and the individual involved to address any emotional or psychological impacts of the incident.
6. **Informing Relevant Parties:** Parents, carers, and relevant authorities are informed about the incident and the actions taken to ensure transparency and accountability.



Reducing Restrictive Practices Board

The Outcomes First Group has a dedicated board, known as the Reducing Restrictive Practices Board. The board's objectives are to manage the group's affiliations and memberships, set and reinforce guidelines, monitor and sporadically audit the use of restrictive practices and restraint across all organisations.

Although the board holds the responsibility of authorising the use of certified restraint training programmes beyond the agreed standard offer (e.g., foundation and advanced programmes), the local leadership team of each organisation remains responsible for the policy of restrictive practices and restraint within the service and ensuring they remain fully compliant with the Restraint Reduction Network (RRN) Training Standards.

The board will monitor the use of restrictive practices and restraint and compliance to the RRN Training Standards through data collection and analysis and apply board-approved support visits when necessary.

The board's objectives are achieved by working to the group's board-approved Reducing Restrictive Practices and Restraint Plan, which provides regulation that aligns with the Outcomes First Group's affiliations, accreditations, and ongoing memberships. All Outcomes First Group staff are encouraged to contact the board directly for support, guidance, or to raise any concerns they have. Staff can also request a supportive visit from the board.

Named Restraint Reduction Leads

Each organisation within Outcomes First Group must have a designated individual titled as the Reducing Restrictive Practices Lead. This individual will be the organisation's main liaison, connecting the board and its monitoring and auditing approaches to each organisation. These approaches provide the board with insight and awareness of both exemplary practice and practices that require improvement and development in complying with the Six Core Strategies.

Membership and Audit

Outcomes First Group is a member of the Restraint Reduction Network (RRN) and utilises the Six Core Strategies to audit organisations in line with the six elements. This is linked to our Trauma-Informed Practice and Ask, Accept, Develop strategies.

Training Programmes

The group delivers CPI's Certified Training programmes - Safety Intervention (SI) Foundation, Advanced, and only if approved following an application to the board, Advanced and Emergency.

Complaints Process

We are committed to addressing any concerns or complaints related to the use of restraint. All Outcomes First Group staff are encouraged to contact the board directly for support, guidance, or to raise any concerns they have. Staff can also request a supportive visit from the board at any time. Staff can also use the company's whistleblowing policy to report any concerns about improper practices or incidents.

Individuals should discuss any concerns they have with their specific service and if required refer to and follow the services complaints policy.

Summary of Terms of Reference

The terms of reference document provides comprehensive guidelines for the use of restrictive practices and restraint within Outcomes First Group. It includes:

- **Purpose and Scope:** Outlines the objectives and scope of the terms of reference.
- **Roles and Responsibilities:** Describes the role of the Reducing Restrictive Practices Board and local leadership teams.
- **Policy Recommendations:** Suggested contents for policies on restrictive practices and restraint.
- **Training and Models:** Details on CPI training programmes and Positive Behaviour Support (PBS) approaches.
- **Guidelines for Interventions:** Procedures for one-to-one holding, advanced and emergency training, and emergency floor holds.
- **Trauma-Informed Care:** Emphasises the importance of trauma-informed and person-centred care.
- **Human Rights Approach:** Ensures restrictive practices are used ethically and in compliance with human rights principles.
- **Monitoring and Regulation:** Framework for monitoring and regulating the use of restrictive practices and restraint.
- **Support and Debriefing:** Procedures for support visits, debriefing, and post-incident actions.
- **Legal and Professional Standards:** Ensures compliance with relevant legal and professional standards.

Relevant Legislation and Standards

1. **Restraint Reduction Network (RRN) Training Standards, 2019:** Provides a national and international benchmark for training in supporting distressed individuals in education, health, and social care settings.
2. **Human Rights Legislation:** Including the Human Rights Act 1998, which outlines the legal obligations to protect individuals' rights.
3. **Legislation Relating to Children and Young People:** Key legislation includes the Children Act 1989, Children Act 2004, Children and Families Act 2014, and the latest updates in the "Working Together to Safeguard Children 2023" guidance.
4. **Legislation Relating to Adults:** The Care Act 2014 and related regulations continue to set out statutory responsibilities for integrating care and support, with specific responsibilities for safeguarding vulnerable adults.
5. **Other Related Guidance:** Frameworks and guidelines such as "Positive and Proactive Care" (2014) and "Reducing the Need for Restraint and Restrictive Intervention" (2019) provide a structure for safe and effective care practices.

By adhering to these principles and guidelines, Outcomes First Group ensures that our practices are consistent, ethical, and focused on the well-being of the young people we support.