



GOV-POL-002 - Eliminating restrictive practices

Table of contents

1. Policy statement	2
2. Principles.....	2
3. Objectives.....	2
4. Scope.....	2
5. Definitions	2
6. Related policy and procedures.....	2
7. Relevant legislation and policy.....	3

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1. Policy statement

GSL: a Good Start to Life (GSL) recognises, upholds and promoting the rights of people with disability and their right to personal freedom. GSL is committed to eliminating restrictive practices.

2. 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.
- 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.
- GSL is committed to the wellbeing, inclusion, safety and quality of life of people with disability.
- GSL will do all within its control and influence to ensure people with disability are safe and treated fairly and respectfully with regard to their wellbeing.

3. Objectives

The objectives of this policy are to ensure restrictive practices are not used within GSL services or programs, or when used they are:

- proportionate and justified in order to protect the rights or safety of the person or others
- transparently and externally reported as a critical incident

4. Scope

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

5. Definitions

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

Informed consent - 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.

6. Related policy and procedures

- Safeguarding policy
- Code of conduct
- Choice and control policy
- Complaints policy

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7. Relevant legislation and policy

- Carers' Recognition Act 2004 (WA)
- Children and Community Services Act 2004
- Convention on the Rights of the Child 1990
- Disability Discrimination Act 1992
- Disability Services Act 1993 (WA)
- Equal Opportunity Act 1984 (WA)
- Guardianship and Administration Act 1990
- Code of Practice for the Elimination of Restrictive Practices 2014
- United Nations Convention on The Rights of Persons with Disabilities
- National Disability Insurance Scheme Act 2013: Principles
- National Standards for Disability Services
- National Disability Insurance Scheme Quality and Safeguarding Framework

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