

## Bright ideas for reducing restraints



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## The Promoting Dignity Grants

Aim: To provide funding for disability professionals to try out positive alternatives to restrictive practices

- Improve quality of life for people with disabilities
- Promote the use of evidence-based practices in support of people with disabilities

*Supporting people  
to achieve dignity  
without restraints*

## What people tried

- Changes to the environment
- Changes for people with disability
- Changes for staff (e.g., skill development)



## 4 bright ideas

1. Louise Mountford from [Jewish Care](#)
  - *How photovoice can be used to promote communication and reduce behaviours of concern.*
2. Janet Wilson from [Yooralla](#)
  - *The barriers and successes of a training module and kit developed for people with a disability who have dysphagia.*
3. Brooke Andrews & Danika Dillon from [Onemda](#)
  - *How the appointment of a behaviour support co-ordinator has made a difference*
4. Debbie Sturt from [Sandhurst](#) in Loddon Mallee Region
  - *The benefits of an activity room to increase engagement and decrease behaviours of concern and restrictive interventions.*



## Overall - What worked?

- Focused on person's interests
- Assessed communication
- Used a team approach
- Obtained expertise from others (speech pathologists, recreation advisors)
- Kept records of behaviour before and after
- Reviewed what worked and what needed to change
- Found a way to make sustainable across the organisation
- Organisation also provided additional support



Sandhurst  
Onemda  
Yooralla  
Jewish Care

OSP



## Activity room at Sandhurst



Deb Sturt

Sandhurst Centre

Department of Human Services

Department of Human Services



## Aims

Create an area where people:

1. Could get away from others
2. Participate in a range of activities



## What we did

- Made changes to the environment:
  - A sensory / music room
  - Recreation/arts room



## How it works

1. When people became angry or frustrated given choice to access rooms with staff to participate in activity of choice
2. Helped de-escalate behaviours of concern
3. People given more choices, enhanced independence
4. Increased person-centered support



## What we found

1. Reductions in:
  - Behaviours of concern
  - Restrictive interventions
2. Quality of life improved
3. Access to interests, new skills
4. Relationships with staff



PROMOTING DIGNITY GRANT 2008

**ONEMDA**

The Appointment of a  
Positive Behaviour Support  
Coordinator

## Background

- **Aim:** To reduce any restrictive practices which impact on individuals fully engaging in their community.
- **How:** the appointment of a Positive Behaviour Support Coordinator who would implement 'Active Participation Assessment & Approach'

## The 3 Stage Approach

The Coordinator:

1. To understand and identify particular behaviours of concern that may limit community accessibility.
2. To explore precursors of behaviour
  - environmental triggers,
  - methods of interpersonal engagement
  - geographical location
3. Find ways to avoid behaviour being a barrier to gain active community participation.

## Community Inclusive Training

Onemda and Eastern Recreation Leisure Services (ERLS) developed a 2 session training workshop:

- Delivered to Onemda Instructing staff
- Focused on:
  - strategies to establish sustainable partnerships with community groups.
  - developing long term community partnerships for people who may experience barriers to their community participation.

## Barriers

- Educating community partners who previously had limited experience in working with individuals with complex support needs.
- Mentoring staff to explore avenues to overcome historical behavioural barriers which have hindered their perception of the individual.
- Ensuring appropriate staff support is in place to enable success within the activities.
- Funding

## Onemda Programs Implemented

Programs implemented at Onemda that encourage greater community experiences and integration with the aid of more intensive staff support:

- Sport and Recreation in the community
- Community Shopping
- No Boundaries Cricket program
- Gym
- Volunteering at Collingwood Farm
- Everyone for Tennis program
- Lend a Hand
- Paper Round

## An example of the Promoting Dignity Success

One of the participants who previously had limited access to community due to historic behaviours of concern is now participating in:

- Paper Round
- Community Shopping
- Lend a Hand
- Sport and Recreation in the Community
- Swimming

## Outcomes of the Project

- The promoting dignity grant encouraged Onemda to explore further options for individuals who may experience community barriers.
- Onemda:
  - is committed to ensuring the sustainability of this project and furthering its outcomes.
  - have been focusing upon how to promote dignity for our participants.
  - have increased community participation and seen many benefits for those targeted individuals.

## Future Goals

Through the success of the Promoting Dignity Grant, Onemda aims to expand the focus throughout the service. This includes:

- Increasing staff awareness of active participation and understanding participants needs.
- Revisit all participant communication needs and train staff in augmentative and alternative communication techniques.
- Continue to update staff in current practices and positive behaviour support.
- Continue to encourage a cultural shift in the way staff plan and engage individuals with a disability.

**YOORALLA**

*People Helping People Achieve*

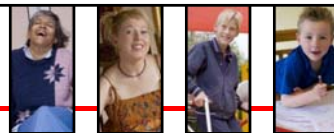


## Senior Practitioner Promoting Dignity Grant

- The Development of a Training Module and a Training Kit for mealtime assistance to people with disabilities who have dysphagia

**YOORALLA**


*People Helping People Achieve*



## Changing Restrictive Practices at mealtimes

- Dysphagia (swallowing problems) puts people at risk of choking and aspiration.
- Risk minimisation strategies are sometimes put into place that restrict a person's choices.
- Restrictive practices lead to concerning behaviours
- Develop an inclusive model that focuses on the client's needs and wants.
- Develop a Training Module and Kit for support staff.

**YOORALLA**  
*People Helping People Achieve*




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## Methods

- Research other current practices and consult with clients
- Questionnaire for DSWs
- Based on feedback, modify current training module
- Create Training Kit for doing Personal Placemats

**YOORALLA**  
*People Helping People Achieve*



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## Results

- Initial consultations went well
- No feedback from DSWs
- No requests from houses for development of Personalised Placemats
- Implemented program on case by case basis from individual requests which was highly successful
- Word of mouth has now led one house request
- Outcomes dependent on motivation of others

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## Long Term Sustainability

- Trevor's story



- Screaming
- Mum at wit's end
- Waitlisted for placement
- Peg fed
- Communication strategies
- Personalised placemat
- Life options

**JewishCare**  
Melbourne, Australia



## PHOTOVOICE AS A TOOL FOR CHANGE

An action research project by  
Jewish Care Melbourne





**JewishCare**  
Melbourne, Australia

## Overview:

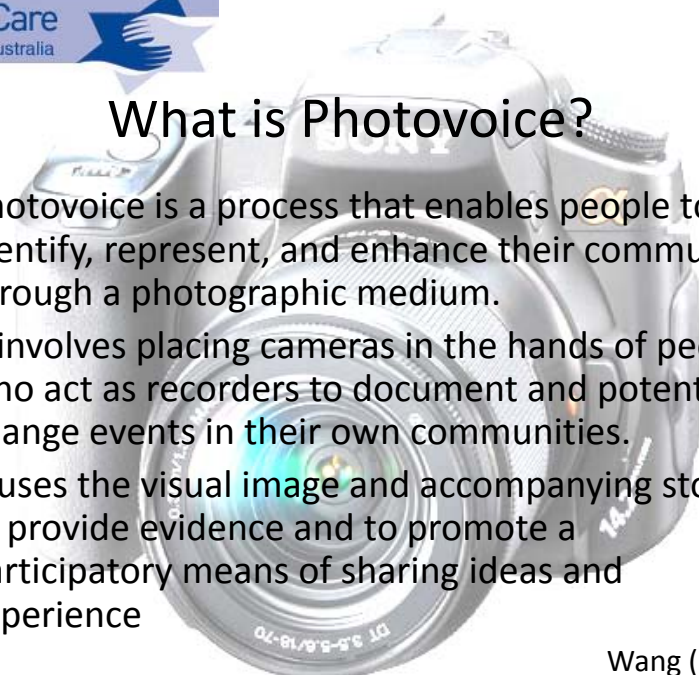
- Who are Jewish Care?
- What is Photovoice?
- Why did we want to use Photovoice?
- What have we learnt from this project?
- Where to from here?



**JewishCare**  
Melbourne, Australia

## Who are Jewish Care?

- Community support organisation
- Over 50 years of working with people with a disability
- Currently supporting over 200 people and their families
- Supports offered include: supported accommodation services, individualised support, and a variety of respite options

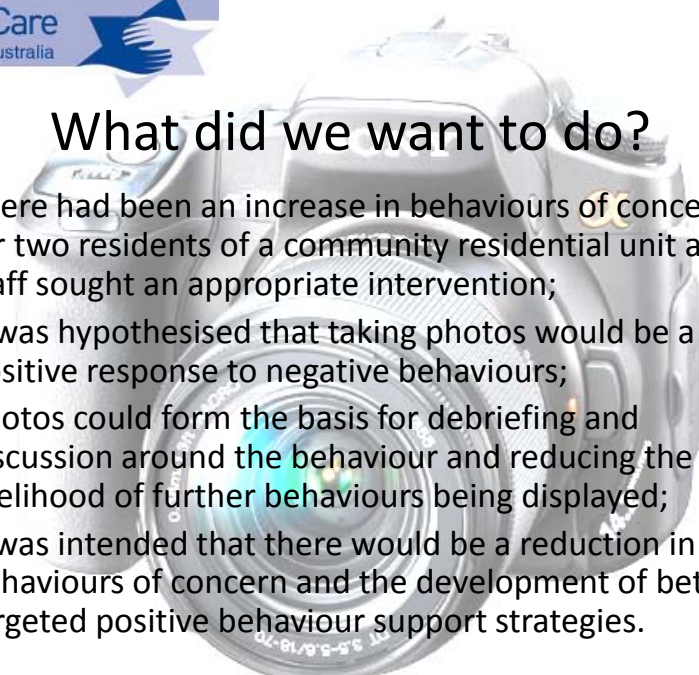


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Melbourne, Australia

## What is Photovoice?

- Photovoice is a process that enables people to identify, represent, and enhance their community through a photographic medium.
- It involves placing cameras in the hands of people who act as recorders to document and potentially change events in their own communities.
- It uses the visual image and accompanying stories to provide evidence and to promote a participatory means of sharing ideas and experience


Wang (1996)



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Melbourne, Australia

## What did we want to do?

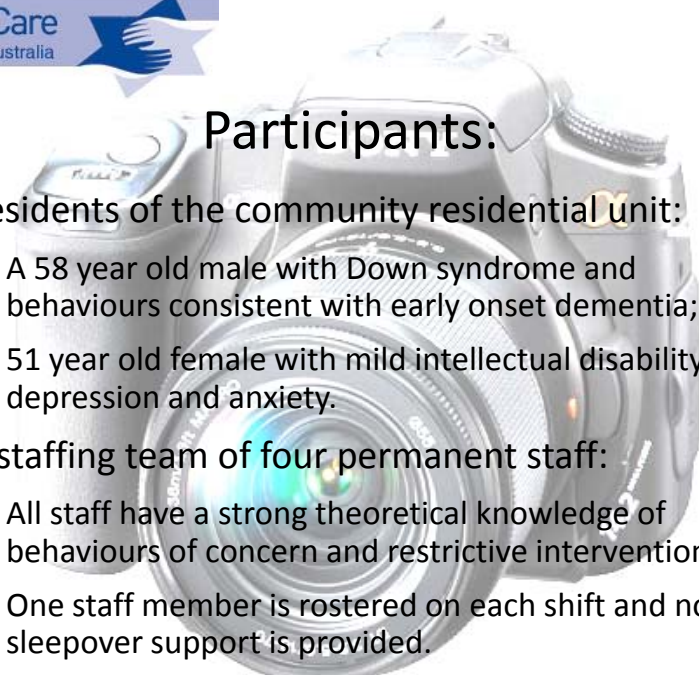
- There had been an increase in behaviours of concern for two residents of a community residential unit and staff sought an appropriate intervention;
- It was hypothesised that taking photos would be a positive response to negative behaviours;
- Photos could form the basis for debriefing and discussion around the behaviour and reducing the likelihood of further behaviours being displayed;
- It was intended that there would be a reduction in behaviours of concern and the development of better targeted positive behaviour support strategies.



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Melbourne, Australia

## Aims:

- To gain a better understanding of the use of Photovoice;
- To investigate the potential of client monitored behaviour recording;
- To better identify and define behaviour patterns, leading to better behaviour support plans and training for staff in positive approaches;
- To prevent the need for use of chemical restraints;
- To reduce behaviours of concern;
- To build greater staff understanding of behaviours and therefore better target support



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Melbourne, Australia

## Participants:

- Residents of the community residential unit:
  - A 58 year old male with Down syndrome and behaviours consistent with early onset dementia;
  - 51 year old female with mild intellectual disability, depression and anxiety.
- A staffing team of four permanent staff:
  - All staff have a strong theoretical knowledge of behaviours of concern and restrictive interventions.
  - One staff member is rostered on each shift and no sleepover support is provided.

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Melbourne, Australia

## What did we do?

- Two digital cameras were purchased and residents and staff were trained in their use;
- Staff completed knowledge and attitudinal surveys, and compiled a list of the most frequently occurring behaviours of concern;
- Staff commenced daily recording on identified behaviours;
- The cameras were given to the two residents who display behaviours identified and were supported and encouraged to use them. The residents chose where to keep the cameras and when to use them.
- Staff offered time each day to sit with the residents and discuss the photographs they took and why;
- Staff support was faded out over the intervention with high levels of physical and verbal support offered in week one to constant verbal prompting and encouragement in week three and no support in week five.

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Melbourne, Australia

## What did we find?

Week	behaviour	photos
Week One	80	10
Week Two	60	15
Week Three	20	100
Week Four	35	80
Week Five	45	30

A significant negative correlation was found between photos taken and behaviour recorded,  $r = -1.00$ ,  $p = 0.01$ . The strength of this result suggests that the increased support and photographic activity can lead to a reduction in behaviours of concern being displayed.



## Lessons learnt:

- Results suggest that Photovoice may be a useful tool in reducing behaviours of concern;
- Recorded frequency of behavior was different to that expected by staff;
- When determining a behaviour of concern service user input must be sought to find out which behaviours are concerning to them;
- Photovoice/photography can be used in a number of ways and in this case have been adopted for positive experiences in a persons life;
- Photographs are typically a way of recording times a person wishes to remember and reflect on, photographing a stressful situation may have posed a barrier to this study;
- Behaviour patterns were identified for each client and resources and activity scheduling are being allocated to best support them;
- Use of cameras and photos has led staff to have a better understanding of clients through longer and more meaningful conversations;
- That resident activity does not always equate to engagement.



## Future directions:

- Refine the organisational definition of 'behaviours of concern';
- Work with residents to develop a wider range of personal interests;
- Implement further staff development and training in the practical application of positive behaviour support;
- Review Active Support activity schedules to reduce opportunities for inappropriate client interaction through modification of daily routines.



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