

Change ideas linked to secondary drivers for the reducing restrictive practice programme

The tables included in this document provide you with the change ideas that are linked to each of the secondary drivers in the reducing restrictive practice driver diagram. These ideas were developed by an expert group that were responsible for designing the driver diagram and putting together the associated tools and resources to support the various change ideas. The change ideas presented in these tables are being used in various services across the country and are known to have a positive impact on creating safer wards and reducing restrictive practice.

Most of the change ideas are supported by additional information, tools and resources to support implementation (further information and contact details for these can be found in the Tools and Resources document, also stored on the Life QI system). The change ideas presented here can serve as a menu for you to select from when your project team establishes their priorities for areas of work and tests of change. It is not expected that every ward will select every change idea for implementation.

If you have any questions related to the information presented here, please contact your Quality Improvement Coach.

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Secondary driver	Change ideas linked to secondary driver	Associated resources/tools to support change ideas (further details/contacts can be found in Tools and Resources document)
Use of data to promote learning	DASA/Broset	<ul style="list-style-type: none"> <li>• DASA Recording Sheet</li> <li>• DASA Scoring Sheet</li> </ul>
	Display data visually/make it easy to understand	<ul style="list-style-type: none"> <li>• Co-produced posters</li> <li>• NTW Dashboard Data</li> </ul>
	Dashboard live (time since...)	<ul style="list-style-type: none"> <li>• Training materials to support running</li> <li>• Data and user guides</li> <li>• Talk First (Northumberland, Tyne &amp; Wear NHS Foundation Trust)</li> <li>• 4 Steps to Safety Storyboard (this is a template to allow wards to report their progress at collaborative events)</li> <li>• NTW dashboard and annual projection data</li> </ul>
	Patient and carer feedback	
	Leadership training programme	<ul style="list-style-type: none"> <li>• PROactive Governance of Recovery Settings and Services</li> <li>• REsTRAIN Yourself</li> <li>• RESPECT Training “No pain, no panic”</li> </ul>
	Data reviews	<ul style="list-style-type: none"> <li>• PROactive Governance of Recovery Settings and Services</li> <li>• IHI Open School Run Charts</li> <li>• REsTRAIN Yourself</li> <li>• NTW Dashboard Data</li> </ul>

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Reflective practice	Implement a staff wellbeing plan	<ul style="list-style-type: none"> <li>• Staffing completing own WRAP plan</li> <li>• Wearing two hats – group for staff with mental health issues</li> <li>• Staff networks</li> <li>• Staff support services e.g. ‘Staying well at work service’</li> </ul>
	Supervision that includes reflective practice	<ul style="list-style-type: none"> <li>• No Audit: Reflect to Reframe</li> <li>• PROGRESS: the PROMISE governance framework to decrease coercion in mental healthcare</li> <li>• PROactive Governance of Recovery Settings and Services</li> </ul>
	Blame-free debriefs (for patient, staff and witnesses)	<ul style="list-style-type: none"> <li>• PROGRESS: the PROMISE governance framework to decrease coercion in mental healthcare</li> <li>• PROactive Governance of Recovery Settings and Services</li> <li>• REsTRAIN Yourself</li> </ul>

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Codesign and delivery of training	Simulated training	<ul style="list-style-type: none"> <li>• Full time PMVA Members with lived experience and training</li> <li>• WLMHT PMVA Instructional Team</li> <li>• Maudsley Simulation</li> <li>• RESPECT Training</li> </ul>
	Prevention and Management of Violence and Aggression (PMVA) training plan	<ul style="list-style-type: none"> <li>• TEWV NHS Trust training plan</li> <li>• RESTRRAIN Yourself</li> <li>• De-escalation techniques (Northumberland, Tyne &amp; Wear NHS Foundation Trust)</li> <li>• PMVA Training</li> </ul>

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Personal stories	Expert by experience involvement on project team from the outset	<ul style="list-style-type: none"> <li>• A bite-sized summary of CLAHRC research: Co-production in the PROMISE study</li> <li>• Safewards</li> <li>• The impact of reducing restrictive practice on Springbank Ward</li> <li>• Service-user focus in all aspects of work and ward-based developments</li> <li>• Social media – sharing best practice globally</li> <li>• Is restraint a ‘necessary evil’ in mental health care? Mental health inpatients’ and staff members’ experience of physical restraint</li> <li>• Mental health inpatients’ and staff members’ suggestions for reducing physical restraint: A qualitative study</li> <li>• Advance Directives</li> </ul>
	Recovery focus	<ul style="list-style-type: none"> <li>• Letter for Later</li> <li>• Emotional wellbeing passports/wellbeing and recovery action plans</li> </ul>
	Expert by experience mentors to staff	<ul style="list-style-type: none"> <li>• CWP NHS FT use lived experience connectors, first linked with nursing associates, now expanding and even to board</li> <li>• Recovery courses</li> </ul>
	Ward champions for reducing restrictive practice	

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Positive behaviour support/safety plans	Provide positive behaviour training	<ul style="list-style-type: none"> <li>• TEWV Positive Behaviour Support Framework</li> <li>• Training courses</li> <li>• BILD PBS Video</li> <li>• BILD PBS Definition</li> <li>• BILD PBS free online teaching</li> <li>• Values &amp; Attitudes training (Northumberland, Tyne &amp; Wear NHS Foundation Trust)</li> </ul>
	Implement positive behaviour support framework and plans	<ul style="list-style-type: none"> <li>• Reducing restrictive practice: Developing and implementing behavioural support plans</li> <li>• Training packages</li> <li>• Personal Behavioural Support plans (Northumberland, Tyne &amp; Wear NHS Foundation Trust)</li> <li>• A multimodal biopsychopharmacosocial approach to psychiatric nursing</li> </ul>

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Human-rights based approach to care	Use of proactive (preventative) instead of reactive strategies	<ul style="list-style-type: none"> <li>• 4 Steps to Safety for staff and patients</li> <li>• Relational Safety Explorer</li> <li>• Reducing restrictive practice in adult services: not only an issue for mental health professionals</li> <li>• Safewards</li> <li>• Open Door</li> <li>• SBAR Handover Poster</li> <li>• SBAR/D Templates</li> </ul>
	Least restrictive strategy first	<ul style="list-style-type: none"> <li>• RESTRRAIN Yourself</li> </ul>
	Training for staff	<ul style="list-style-type: none"> <li>• 4 Steps to Safety for staff and patients</li> <li>• 4 Steps to Safety booklets</li> <li>• Cohort Model NTW</li> <li>• SBAR Handover Poster (part of 4 steps poster designed by team)</li> <li>• SBAR/D handover templates</li> <li>• SBAR clinical message</li> <li>• RESTRRAIN Yourself</li> <li>• www.CAMHeleon.org (CAMHS)</li> </ul>
Trauma-informed approach to care	Training for staff	<ul style="list-style-type: none"> <li>• RESTRRAIN Yourself</li> </ul>
	Trauma-informed supervision Trauma-focused environments – building a sense of community, trust, shared responsibility and mutual expectations	<ul style="list-style-type: none"> <li>• Caring for Carers</li> <li>• Safewards (Know Me Profiles)</li> <li>• Open Door</li> <li>• The impact of reducing restrictive practice on Springbank Ward</li> </ul>

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Safety bundles	DASA/Broset	
	Dashboard live (time since...)	
	Community meetings	<ul style="list-style-type: none"> <li>• Safewards</li> <li>• Tukes Project</li> <li>• Willow View Mutual Help Meetings</li> </ul>
	Patient-led safety huddles	
	Safety crosses	
	Blame-free debriefs (for patient, staff and witnesses)	



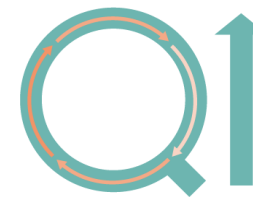
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Secondary driver	Change ideas linked to secondary driver	Associated resources/tools to support change ideas (further details/contacts can be found in Tools and Resources document)
Review of restrictive practices	Review the use of restraint	<ul style="list-style-type: none"> <li>• Reducing restrictive practice in adult services: not only an issue for mental health professionals</li> <li>• A bite-sized summary of CLAHRC research: PROMISE - reducing physical restraint in inpatient adult mental healthcare</li> <li>• Beyond restraint: Raising awareness of restrictive practices in acute care</li> <li>• REsTRAIN Yourself</li> <li>• Is restraint a 'necessary evil' in mental health care? Mental health inpatients' and staff members' experience of physical restraint</li> <li>• Mental health inpatients' and staff members' suggestions for reducing physical restraint: A qualitative study</li> </ul>
	Review the use of seclusion	<ul style="list-style-type: none"> <li>• St Charles project at CNWL</li> </ul>
	Review the use of rapid tranquilisation	<ul style="list-style-type: none"> <li>• Physical health monitoring post rapid tranquilisation audit</li> </ul>
	Make all restrictions visible	

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Healthier environments	Smoke-free environments (with personalised support)	<ul style="list-style-type: none"> <li>Implementation of e-cigarette vending machine on the inside</li> <li>NRT on admission, smoking cessation advice and support</li> </ul>
	Personalised sleep-hygiene support/clinics	<ul style="list-style-type: none"> <li>Sleep well pilot NTW</li> </ul>

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Safewards/Star Wards	Intentional rounding	<ul style="list-style-type: none"> <li>Intentional rounding poster</li> <li>Reminders for computer screen</li> </ul>
	Adjust environment to personal needs and activity levels	<ul style="list-style-type: none"> <li>Open Door</li> </ul>
	Improve quality and maintenance of environment	<ul style="list-style-type: none"> <li>Sensory rooms/sensory gardens</li> <li>Hospital rooms – charity working with artists to develop ward space</li> <li>PLACE Audits (ligature audit tool)</li> </ul>
	Increase activities for patients	
	Peer support workers on wards	<ul style="list-style-type: none"> <li>Discussion around whether PSWs are involved in restraint</li> <li>Accredited training courses</li> <li>Peer support PMVA tutors</li> <li>Tukes Membership</li> </ul>



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- Peer support on wards at Hopewood Park Site