

# CHALLENGING STAFF MORALE ON WARD AND RESTRICTIVE VIEWS

Sharing positive risk taking strategies

Put a spin on it... don't call it restrictive

Sharing experiences to get rid of stereotypes

Effective supervision and idea/suggestion boxes

Reflective practice to learn from situations

Empower staff (especially during difficult situations)

Invest time in changing staff attitudes - staff will be willing to take risks

Have staff meetings to get people interested

More staff training on alternatives to restricting service users

Include service user when reflecting on an incident

Giving staff the freedom to act

Celebrate achievements, no matter how small

Team building - do something fun!

Give staff the opportunity to use their skill set

Positive Behavioural Support plans

Include service users and staff in psychologies/formulations

Publicly announce good practice e.g. no seclusion in a week