



**Black Country Partnership**  
NHS Foundation Trust

# MacArthur PICU

## Changing Cultures...

# Who we are....

10 male beds

Seclusion and ECA

Outdoor and indoor gym

'Stand Alone' site



## Background...

Very solid and static staff team

However, serious staff assaults over a prolonged time resulted in virtually all senior staff leaving.

Few 'core' HCA's left..... 'never used to be like this'...'good old days have gone'..... 'patients are getting worse (increased risk)'

Transient senior team for approx. 18 months.

*“ But how does that impact on this project??”*



Restrictive Practices increased by 20% in the year preceding the Project.

# Big Changes require Big Steps....

Reducing 'Blanket Restrictions' Policy

Person Centred Physical intervention Plans

Reviewing automatic Observations on admissions

Introduction of Safety Huddles

Review of 'Smoke Free' initiative

Successful Recruitment



## But we need to take 'baby steps' to get there.....

"I need to check my emails/FaceBook...just doss around on YouTube"

"Can I have my deodorant for five minutes please"

"My dog helped me cope when 'outside'"

The risks of Steel Toe Cap Boots!!!!





CrossCards