

Meeting of:	CABINET
Date of Meeting:	17 OCTOBER 2023
Report Title:	POSITIVE BEHAVIOUR/ SUPPORT MANAGEMENT AND THE USE OF RESTRICTIVE PRACTICES POLICY
Report Owner / Corporate Director:	CORPORATE DIRECTOR FOR SOCIAL SERVICES AND WELLBEING
Responsible Officer:	JOE BOYLE POLICY OFFICER
Policy Framework and Procedure Rules:	There is no effect on policy framework or procedure rules.
Executive Summary:	This report summarises the process and reasons for this policy to be devised and implemented. This policy is the overarching policy position regarding positive behaviour management for all regulated care services provided by Bridgend County Borough Council's Social Services and Wellbeing Directorate. A Positive Behaviour Management policy was created following the issuing of Priority Action Notices from recent Care Inspectorate Wales inspections of regulated services. This policy has been written in line with the Reducing Restrictive Practices framework, published by the Welsh Government in October 2022.

1. Purpose of Report

- 1.1 The purpose of this report is to provide Cabinet with an overview of the development of the proposed Positive Behaviour Support/Management and the use of Restrictive Practices Policy (**Appendix 1**) and seek Cabinet approval to implement the Policy across regulated care services provided by the Social Services and Wellbeing Directorate.

2. Background

- 2.1 Under the Regulation and Inspection of Social Care (Wales) Act 2016, regulated care services are required to have a policy in place relating to the appropriate use of control and restraint or restrictive practices that reflects current national guidance.
- 2.2 Following recent inspections carried out by the Care Inspectorate Wales (CIW), Priority Action Notices were issued in respect of the development and review of several policies, one of which being in relation to the development of a policy toward behaviour management and the use of control and restraint.

2.3 All services currently have a service-specific behaviour management procedure in place.

2.4 In October 2022, the Welsh Government published the Reducing Restrictive Practices Framework, which service providers and regulated care services are required to be in line with due to the requirement to stay in line with national and local legislation, policies, frameworks and procedures.

3. Current situation / proposal

3.1 This proposed policy has been created to cover and support all regulated care services provided by Bridgend County Borough Council's (BCBC) Social Services and Wellbeing Directorate (SSWB), in both Adults and Children's Services.

3.2 As a part of this process, service managers were liaised with by the policy officer to gain input into the current use of restrictive practices within their services. All service-specific procedures were consulted.

3.3 The Reducing Restrictive Practices Framework was reviewed and then the content of the policy was drafted.

3.4 Additional feedback received from the service managers relating to the drafting of the policy was incorporated into the proposed policy.

3.5 The proposed policy has been submitted to the SSWB Senior Management Team for review and approval, along with submission to the Trade Unions.

3.6 The policy and its associated national framework provides services and staff with a safe and effective framework from which individuals that demonstrate challenging behaviour can be supported in the least restrictive way, where possible, but ensures that all staff are able to follow the appropriate training that they have or will receive in the use of and techniques for restrictive practices where they are required.

3.7 No staff member is ever permitted to utilise any restrictive practice that they have not received training in.

3.8 Training is ongoing for all staff with initial training being provided to new staff and annual refresher training being provided to established staff.

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 An initial Equality Impact Assessment (EIA) screening has identified that there would be no negative impact on those with one or more of the protected characteristics, on socio-economic disadvantage or the use of the Welsh Language. It is therefore not necessary to carry out a full EIA on this policy or proposal.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

- 5.1 The Act provides the basis for driving a different kind of public service in Wales, with 5 ways of working to guide how public services should work to deliver for people. The following is a summary to show how the 5 ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:-

Involvement	Representatives from varying levels of the directorate, along with colleagues from Commissioning, Social Care Workforce Development Partnership (SCWDP) and Finance have fed into this report.
Long term	There will be a positive long-term impact of this policy due to meeting regulatory requirements as well as providing a safe and effective framework for the use of and movement towards reducing restrictive practices.
Prevention	To prevent poor practice in relation to the use of restrictive practices
Integration	This policy will be implemented and used directorate wide. Training for those who may be required to use physical interventions and restrictive practices continues to be available and in services where restrictive practices are not to be used, an online awareness of behaviour management course is utilised to ensure training is in line with regulatory requirements.
Collaboration	Work has taken place with Commissioning, SCWDP, Service managers Team managers.

6. Climate Change Implications

- 6.1 There is no impact on Climate Change linked to the implementation of this policy.

7. Safeguarding and Corporate Parent Implications

- 7.1 This policy sets out to provide additional support to all individuals in receipt of direct care and support services provided by BCBC SSWB Directorate by providing staff with clear boundaries and expectations in relation to the use of and movement towards reducing the use of restrictive practices. This supports the safeguarding of all individuals in receipt of direct care and support services from BCBC's SSWB directorate.

8. Financial Implications

- 8.1 There are no additional financial resource implications required from the implementation of this policy. Training in Adults and Children's services in relation to the model of physical interventions utilised by each area remains ongoing.

9. Recommendation

- 9.1 It is recommended that Cabinet consider and approve the implementation of the Positive Behaviour Support/Management and the use of Restrictive Practices Policy attached as **Appendix 1**.

Background documents

None