



# Least Restrictive Practice Policy

## Scope

This policy applies to Brook RED Community Members, Nominated Support People, Board Members, employees, volunteers, and students on placement.

## Purpose

This policy sets out Brook RED's position on *restrictive practices* and how Brook RED will respond to situations requiring restrictive practices.

## Principles

Brook RED values individual self-determination and at all times endeavours to let people determine what they do and do not wish to do. Where an individual's behaviour would or does place individuals, property, or Brook RED operations at risk it may be necessary for Brook RED employees to intervene to prevent or stop a behaviour. In this event, Brook RED will endeavour to intervene using the *least restrictive alternative* such that the individual's freedoms are limited as minimally as possible while ensuring the safety and wellbeing of people, property, or operations.

## Policy

1. Brook RED will not make an individual do something they do not wish to do.
2. Some behaviour may result in access to services at Brook RED being limited, for example, an individual who refuses to clean up after themselves may not be able to use the kitchen to prepare food and a person who threatens other people may not be able to attend Brook RED centres. In this instance Brook RED will work with the person to explain why the behaviour is unacceptable, identify options for addressing the behaviour, and will offer support for changing the behaviour if desired.
3. Unless an individual poses a serious and ongoing threat to people, property, or operations at Brook RED, restrictions on accessing Brook RED services will not be permanent and will be reconsidered and lifted if the person ceases to behave in a manner that places people, property, or operations at risk.
4. If a person is denied access to Brook RED services for an extended period of time, this must be documented using a General Incident Report Form and communicated to staff and management via email. A letter outlining the rationale for denial of access will be prepared and offered to the person. This letter will include information about possible alternative services the person might access.

## Definitions of Terms Used

### Restrictive Practices

Any type of practice that limits the rights or freedom of movement of a person; restrictive practices are those which make a person do something that they do not want to do or which stop someone from doing something that they want to do.

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## Least Restrictive Alternative

The action that least limits an individual's rights or freedom of movement while ensuring that risk to people, property, and operations is appropriately managed.

## References

Brook RED General Incident Report Form

## Document Control and Record of Changes

Version	Effective Date	Approved by	Summary of Change	Date of Next Review
Version 01	January 2017	Eschleigh Balzamo	Introduction of new policy	-
Version 02	April 2017	Eschleigh Balzamo	Change of format	January 2018
Version 03	May 2017	Eschleigh Balzamo	Change to version control	January 2018
Version 04	September 2019	Eschleigh Balzamo	Review and Update	January 2021
Version 05	June 2021	Eschleigh Balzamo	Review and Update	July 2023
Version 06	August 2023	Eschleigh Balzamo	Review and Update	August 2024

The General Manager has overall responsibility for this policy. If there are any questions regarding this policy, please direct these to the Business Services Manager or General Manager.