

CS5.5 Restrictive Practices: Emergency & Disaster Response

Purpose

1. This policy outlines P4 Movement's obligations in managing restrictive practices during emergencies and natural disasters. It aims to ensure the safety, well-being, and dignity of individuals with disabilities in our care while adhering to regulatory requirements and best practices.

Alignment with Practice Standards

1. Module 1: Rights and Responsibilities
2. Module 2: Provider Governance and Operational Management

Legislative Alignment

1. National Disability Insurance Scheme Act 2013 (Cth)
2. Disability Services Act 1986 (NSW)
3. United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)

Key Responsible Executive

General Manager

For More Support

General Manager

Policy Statement

1. P4 Movement acknowledges the importance of safeguarding the rights and dignity of individuals with disabilities, particularly during times of emergencies and natural disasters. We commit to minimising the use of restrictive practices and prioritising least restrictive alternatives to ensure the safety and well-being of all individuals in our care.

Definitions

1. Positive Behaviour Support (PBS): A proactive approach focusing on the development of adaptive skills and improved quality of life for Participants while reducing the occurrence of challenging behaviours.
2. Restrictive Practices: Methods that restrict the rights or freedom of movement of a person, used only as a last resort and temporarily in an IBSP.

Delegations

Roles	Responsibilities
Board of Directors	Oversight on the alignment of the Restrictive Practices: Emergency & Disaster Response policy with P4 Movement's organisational values and NDIS requirements.
GM	Leading the implementation of the policy and ensuring adequate resources and training are provided.
Management	Ensuring the successful development and execution of IBSPs and adherence to this policy, while also facilitating necessary training for staff.
Staff, volunteers, contractors and students	Engage in training, adhere to the guidelines of IBSPs, and provide necessary feedback for the improvement of the policy and plans.

Procedures

1. Regulated Restrictive Practices:
 - a. Assessment and Authorisation: In accordance with regulatory requirements, where a Participant has a Behaviour Support Plan (BSP) that contains a regulated restrictive practice, workers responding to a Participant's needs during a natural disaster will make reference to the BSP and formally undertake a risk assessment. This assessment will consider the individual's needs, preferences, and rights, as well as less restrictive alternatives.
 - b. Monitoring and Oversight: Oversight mechanisms will be in place to ensure compliance with regulatory standards and to facilitate timely review and adjustments as needed. This is consistent with P4 Movement policy 5.3 and 5.4.
 - c. Documentation and Reporting: Detailed documentation of the use of regulated restrictive practices will be maintained, including the reasons for their use, the individual's response, and any associated risks or benefits. Incidents or concerns related to the use of regulated restrictive practices will be promptly reported to the appropriate authorities, as required by law.

- d. Consistent with P4 Movement's Emergency and Natural Disaster Response Plan P4 Movement commits to liaising with third parties, such as the State Emergency Service (SES), police, fire and ambulance services to inform them of the existence of a regulated restrictive practice and its formal requirements.
2. Unregulated Restrictive Practices:
 - a. Risk Assessment and Least Restrictive Alternatives: For unregulated restrictive practices that may be considered necessary during a natural disaster, a comprehensive risk assessment will be conducted to evaluate potential hazards and determine the least restrictive alternatives. This assessment will involve input from the individual, their support network, and relevant professionals to identify strategies that prioritise safety while respecting the individual's rights and preferences.
 - b. Informed Consent and Support Plans: Individuals and their support networks will be actively involved in decision-making regarding the use of unregulated restrictive practices. Informed consent will be obtained, and support plans will be developed collaboratively to outline the rationale for the practice, strategies for minimising its impact, and mechanisms for ongoing monitoring and review.
 - c. Training and Capacity Building: Staff members responsible for implementing unregulated restrictive practices will receive specialised training to ensure competency in their use. This training will emphasise principles of dignity, respect, and person-centred care, as well as techniques for de-escalation and alternative interventions. Regular skill-building sessions and debriefing opportunities will be provided to support staff well-being and professional development.
 - d. Documentation and Review: All instances of unregulated restrictive practices will be documented in individual support plans, including the rationale for their use, efforts made to minimise their impact, and outcomes achieved. These plans will be reviewed regularly to assess their effectiveness and to explore opportunities for transitioning to less restrictive approaches over time.
3. By differentiating the approach to regulated and unregulated restrictive practices, P4 Movement ensures compliance with regulatory standards while maintaining a person-centred focus on individual rights, safety, and well-being during natural disasters.

References to other P4 Movement policies and external sources

1. ORG2.8 - Emergency & Disaster Management
2. CS5.3 - Behaviour Support Plans
3. CS5.4 - Interim Behaviour Support Plans
4. HR1 Code of Conduct
5. P4 Movement Emergency & Disaster Management Plan
6. NDIS Quality and Safeguarding Framework

Summary of attachments

1. Nil

Version Control

1. 1 April 2026 - New Policy Creation