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# Policy on CHALLENGING BEHAVIOUR, VIOLENCE AND AGGRESSION

Document Details

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**Policy Statement**

From time to time, members may present challenging behaviour, violent or aggressive tendencies which need to be fully documented in the Assessment of Need and in their Care Plan. For the purposes of this particular policy, challenging behaviours include self- harm, self-neglect, self- abuse or harm to others. If challenging behaviour, violent or aggressive tendencies are present then a full and robust risk assessment (RA) must be undertaken in order to protect not just the member, but other persons. The RA needs to include the use of any restraint techniques where appropriate.

**The Policy**

This document outlines the policy of this charity in relation to dealing with challenging behaviour, violence and aggression among members.

**Principles**

* This charity seeks to demonstrate respect for the lifestyles and human rights of its members.
* We recognise, nevertheless that exceptional circumstances may arise when our staff might be called upon to place limitations on a member’s behaviour, either in their interest or for the protection of others.
* We will attempt to anticipate these possibilities and to follow precise procedures designed to ensure that the limitation to a member’s lifestyle and/or human rights is kept to a minimum.

**Member Plan**

In all instances where our workers are likely to encounter challenging behaviour, violence or aggression to an extent that might limit a member’s lifestyle or human rights, we will seek, when the Member’s Plan is compiled or revised, to discuss the facts with all concerned and record the decision and the proposed action in detail. We will seek to understand the reasons for the possible action, and to initiate action which will tackle the problem more positively.

**Risk Assessment (RA)**

In the course of considering the Member’s plan, we will carry out and fully record a risk assessment in order to make a calculation of the possible danger which maybe faced, and the balance of benefits and disadvantages of the proposed course of action.

**Member’s Consent**

We will make every effort to involve a member at risk of limitation to their lifestyle or human rights in the discussion about possible physical intervention, and to obtain their agreement that such an intervention might be necessary. For members who are permanently unable to understand the situation or to give informed consent, we will seek agreement from someone close to them and knowledgeable about the situation that can genuinely represent their interests.

**The Use of Restraint**

The circumstances in which we regard as justified, an intervention by a staff member of Spectrum Days which would have the effect of limiting a member’s lifestyle or human rights are:

* To prevent self-harm or self-neglect by the member
* To prevent abuse or harm to others.

We class intervention as the use of chemical, physical or mechanical methods of restraint.

The intervention used must be:

* the least appropriate to contain the risk,
* last for as short a time as possible,
* be administered only by appropriately trained and competent staff

Neither intervention, nor the threat of intervention, should ever be used as a form of punishment.

**Reporting**

Any instance of the use of any intervention methods should immediately be recorded. The staff involved should report what happened to their Service Lead as soon as possible and the Service Lead should review the position and initiate any possible action to avert a recurrence.

**Inappropriate Use of Intervention by Others**

We regard the use of medication simply as a means of chemical intervention to be unethical. Because our staff operate in the homes of members, on occasions they observe the services provided by other professionals and the care given by relatives and friends. If we learn of situations where we believe intervention is being used inappropriately by others, we will bring the matter to the attention of the appropriate authorities.

**Related Policies**

Assessment of Need and Eligibility

Adult Safeguarding

Care and Support Planning

Consent

Dignity and Respect

Mental Capacity Act 2005

Restraint

**Guidance**

NICE Quality Statement, QS154 published June 2017 - Violent and aggressive behaviours in people with mental health problems

**Training Statement**

All staff will have training in prevention of & dealing with people with challenging behaviour. They will also be supported in understanding the meaning of physical intervention and their responsibilities.