

# Mental Health Safety Improvement Programme

## Change story: Generating culture change on Hope and Horizon wards

### Programme aim:

- To reduce restrictive practice by 25% in mental health, learning disabilities and autism inpatient services by testing and scaling the reducing restrictive practice [change package](#)

### What problem were you trying to solve?

- We recognised that staff were feeling tired with the pressures of the pandemic and COVID-recovery.
- We wanted to help teams to reconnect with their purpose and feel energised that they could make a difference again.

### What did you do?

- We pulled together a diverse team of ward champions which has helped create energy for change.
- We've been speaking to staff when there are incidents in the ward to debrief and explore other ways of managing a similar situation in the future.
- We've discussed what we would do if we didn't have the extra care/seclusion space, which has helped people come up with creative ideas.

### How did it go?

- We've noticed fewer instances of verbal aggression on the wards.
- There has been an improvement in the atmosphere on the ward.

### What did you learn?

- Small changes can have a massive impact.