# Corrupted Cultures

**How can Staff cultures become so corrupted that abusive practise is allowed to happen, and a Human Rights based solution**

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# Tim Sproston

Nursed in NHS MH/LD Trust

Specialist Practitioner

Manage a team of Instructors at Crisis Prevention Institute

Working with Individuals during periods of distress.

# Elaine - Mum

# Restrictive Practice an act of kindness?

Where a restrictive intervention is necessary for someone's safety, non-intervention becomes a very difficult decision to defend.

# Corrupted Cultures

A Corrupt Culture is a place where Restrictive Practices become part of an abusive regime, where the very people trusted to care and protect, are allowed to misuse their power and rather than Safeguarding People, they not only cultivate but also cover-up harm.

# Characteristics of Corrupted Cultures

- Inequality
- Stigmatisation
- Isolation
- lack of external review
- Inexperienced workforce
- Low levels of knowledge and skill
- Poor working practises and Values
- Lack of leadership and managerial direction

# CPI's Five Steps to a Corrupted Culture

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# Safeguarding against Corrupted Cultures

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| Principle | Meaning |
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| Participation | |
| Accountability | |
| Non-discrimination | |
| Empowerment | |
| Law | |

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| Law | Complying with legislation & policy around MCA, safeguarding & joint agency working. |

# In summary

To Safeguard Vulnerable Adults, restrictive interventions are sometimes an essential part of care. They are necessary where people may pose a risk to themselves or others.

It is naive and dangerous to think that any organisation is immune to becoming a Corrupt Culture. Being aware of the features of a corrupt culture and the steps away from high quality care, give us the opportunity to halt the decline, challenge poor practice and maintain high quality care.

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