

REDUCING RESTRICTIVE PRACTICE USING HUMAN RIGHTS: TWO-PART CAPACITY BUILDING WORKSHOPS



Between March and May 2026, BIHR delivered 2-part capacity-building workshops to staff from inpatient units across the 4 key services commissioned by East of England Provider Collaborative. These interactive workshops were designed to introduce staff to the Human Rights Act (HRA), its legal duties, and how it can be used practically in clinical decision-making.

BIHR gathered evaluation data from participants through anonymous online surveys (before, midway and after, with a 90-day follow-up survey to come), in-workshop polls, and direct verbal and written feedback. This report contains key quantitative, qualitative and reflective data to demonstrate the impact of this programme.

Key Impacts

REACH:

- 76 people attended, representing 5 NHS Trusts and 2 independent providers.
- Participants had diverse roles, including clinical staff, case managers, family ambassadors, and experts by experience.

PREVIOUS TRAINING AND EXPERIENCE:

- Less than one third (29%) of participants had ever formally learned about the HRA before.
- Less than half (48%) had relied on the HRA in their work before.

INCREASE IN KNOWLEDGE OF THE HRA: 2.8 > 3.7 > 4.2 out of 5



INCREASE IN CONFIDENCE TO APPLY THE HRA: 3.5 > 4.0 > 4.6 out of 5





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APPLYING LEARNING TO PRACTICE

- At the midway point, 92% of participants said they are now more likely to rely on the Human Rights Act to make positive changes in their work.
- By the end of the workshops, 84% of participants said they felt more positively about the Human Rights Act.

100% of participants said they were more likely to take the following actions after the programme:

- Challenge or change a decision about someone's individual access to support or services
- Challenge, change or campaign against a local or national or procedure or law impacting people's access to support or services, including blanket policies
- Support people to be involved in decisions about their lives
- Support people to campaign on issues that impact their human rights
- Review your organisation's services, policies or procedures to make improvements to support people's human rights

FEEDBACK FROM PARTICIPANTS:

"Attending this training has given me more insight of the importance of upholding individual human rights. [...] I really enjoy the case discussions and it gave room to very reflective and meaningful discussions."

"This workshop enables you to reflect on your own current practice, the service setting you work in and the patient."

"It is fundamental to everything we do."

"It's [human rights] an eye opener and it should always be considered alongside patient treatments"

"this will improve our practice and the care that we provide"



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ADDITIONAL HUMAN RIGHTS SUPPORT

This autumn, participants can access a number of supportive peer reflection spaces facilitated by BIHR. These provide an informal space for staff to reflect, problem-solve and connect on rights-based issues emerging in their practice.

Participants also shared additional support that they would find useful to help embed human rights in the long term. Popular asks included:

- More sessions with other staff or people they support
- More capacity building sessions to increase confidence and skills to use the Human Rights Act
- More training on specific rights in the Human Rights Act
- Access to tailored BIHR resource to help embed learning