

# The Children's Workshop

## PHYSICAL INTERVENTION POLICY

### **Introduction**

This policy was formulated with reference to the DfEE and current LEA advice. It should also be considered in conjunction with our following policies and procedures:

Behaviour Policy

Health and Safety Policy

Safeguarding Policy

### **Principles:**

At the Children's Workshop we are committed to ensuring that all staff and adults with responsibility for children's safety and welfare will deal professionally with incidents of aggressive and/or challenging behaviour, and will only use physical intervention as a last resort, always ensuring minimal risk of injury to children and staff. Named staff who have been authorised by the Manager will have control or charge of children when necessary. Use of physical intervention, when all other strategies and approaches have failed, could reasonably be considered in situations involving risk to the safety of children, staff or visitors.

### **Training**

Training and advice will be provided for staff who have control or charge of children. The Manager will keep staff informed of approved approaches and current Government/council advice with regard to the use of physical intervention.

### **Planning**

Children known to behave in ways that may involve the use of physical intervention will have individual physical intervention plans drawn up for them. These will be agreed and discussed with parents/carers and kept in individual confidential files and in the key worker's file.

### **Strategies and Approaches**

Staff are experienced in the use of a wide range of consistent behaviour management strategies intended to defuse potentially aggressive and/or challenging situations, for example, diversion, reasoning, positive behaviour strategies, warning and we use these first. If these fail, one or more of the following approaches may become necessary:

- Holding (for example, gentle arm around shoulder to reassure)

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- Blocking
- Physically moving between children
- Leading by the hand/arm
- Shepherding away (for example by placing hand in centre of the child's back)
- More physically restrictive hold

The purpose of a physically restrictive hold would be to limit the child's ability to hurt him/herself or others with the minimum application of force through limitation of movement. Where possible, aid is sought at an early stage from other members of staff for assistance, support and presence.

We aim to take the following actions after serious incidents that have necessitated the use of physical intervention:

- Gradual release of restraint as the child regains control, with adult reassuring
- Child allowed time for calm under supervision
- Checks made for any injuries and appropriate medical aid provided if necessary
- Manager informed as soon as possible
- Member of staff involved in the restraint given time to recover, if possible support provided by another member of staff and recording process initiated
- Incident reviewed with Manager or nominated person
- Senior member of staff to talk through incident with the child to ascertain their perception
- Member of staff offered counselling time

## **Recording and Reporting**

A written record of any incident involving the use of physical restraint is made as soon as possible afterwards using the Physical Restraint Incident Report form (see sample) and this is shared with the Manager. Witnesses or any staff involved in providing additional support may also add signed and dated notes giving details of the incident. In the case of a child who already has an agreed Physical Intervention Plan in place, any completed Physical Restraint Incident Form should be attached to this. These records are kept in the Confidential File in the Manager's office. A debriefing session is held as soon as possible after any incident, including members of staff involved, any witnesses and the child if appropriate. Parents and carers are always informed of incidents involving physical restraint.

## **Parent/Carer Involvement**

Parents and carers will be kept fully informed of any incidents that have necessitated the use of physical restraint to their own children. Parents and carers of children known to behave in ways that may necessitate physical intervention will be invited to attend meetings to discuss, agree and review individual plans.

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## Complaints

Staff are aware that the use of physical restraint may lead to complaints. They appreciate that in following our agreed policy and practice and ensuring that their actions are appropriate to the situation they are in a good position to demonstrate and reasonableness of their actions in any subsequent investigation.

<b>This policy was adopted on</b>	<b>Signed on behalf of the pre-school</b>	<b>Date for review</b>
<i>January 2019</i>		<i>January 2020</i>