



# BAYLIS COURT NURSERY SCHOOL

## Restrictive Physical Intervention Policy

### Introduction

At Baylis Court Nursery School we believe that children need to be safe, know how to behave, and know that the adults around them are able to manage them safely and confidently. For a very small minority of children only will the use of physical intervention be needed, and, on occasions, acceptable forms of intervention are used.

The majority of children behave well and conform to the expectations of our setting. We have responsibility to operate an effective behaviour policy that encompasses preventative strategies for tackling inappropriate behaviour in relation to the whole group of children, and to individuals.

All the staff need to feel able to manage appropriate behaviour, and to have an understanding of what challenging behaviours might be communicating. They need to know what the options open to them are, and they need to be free of undue worries about the risks of legal action against them if they use appropriate physical intervention. Parents need to know that their children are safe with us, and they need to be properly informed if their child is the subject of a Restrictive Physical Intervention, including the nature of the intervention, and the rationale for its use.

### Definition of "Restrictive Physical Intervention"

The law allows for members of staff authorised by the head teacher to use Restrictive Physical Intervention to prevent a child from doing or continuing to do any of the following:-

- Injuring themselves or others
- causing damage to property
- engaging in any behaviour which is prejudicial to maintain the good order and discipline at the setting.

"Restrictive Physical Intervention" is the term used by the DfE to include interventions where bodily contact using force is used. It refers to any instance in which a member of staff authorised by the head teacher has to, in specific circumstances, use "reasonable force" to control or restrain a child.

There is no legal definition of "reasonable force". However, there are two relevant considerations:

- the use of force can be regarded as reasonable only if the circumstances of an incident warrant it;
- the degree of force must be in proportion to the circumstances of the incident and the seriousness of the behaviour or consequences it is intended to prevent.

The definition of physical force also includes the use of mechanical devices (e.g. splints on the child prescribed by medical colleagues to prevent self-injury), forcible seclusion or use of locked doors. It is important for staff to note that, although no physical contact may be made in the latter situations, this is still regarded as a Restrictive Physical Intervention.

### When the use of Restrictive Physical Interventions may be appropriate at Baylis Court Nursery School

Restrictive Physical Interventions will be used when all other strategies have failed, and therefore only as a last resort. However there are other situations when physical handling may be necessary, for example in a situation of clear danger or extreme urgency. Certain children may become distressed, agitated, and out of control, and need calming with a brief Restrictive Physical Intervention that is un-resisted after a few seconds.

The safety and well-being of all staff and children are important considerations. Under certain conditions this duty must be an over-riding factor.



# BAYLIS COURT NURSERY SCHOOL

## Restrictive Physical Intervention Policy

### Who may use Restrictive Physical Intervention at Baylis Court Nursery School

The following staff are authorised by the head teacher to have control of children, and **must** be aware of this Policy and its implications.

We take the view that staff should not be expected to put themselves in danger, and that removing children and themselves is the right thing to do. We value staff efforts to rectify what can be very difficult situations and in which they exercise their duty of care for the children.

### Names of Authorised staff

Philip Gregory	-	Head teacher
Sarah O'Brien	-	Teacher
Russell Johnson	-	Teacher
Tavinder Bhachu	-	Teacher in Charge of ASD Resource Base
Jodie Devonshire	-	Early Year's Practitioner ASD Resource Base
Lisa Brooklin	-	Early Year's Practitioner
Janet Nicholls	-	Lead Early Year's Practitioner Two Year Olds
Barbara Blackmun	-	Early Year's Practitioner (2), part time
Jennifer Cox	-	Early Year's Practitioner Two Year Olds
Rizwana Jabeen	-	Housekeeper

### Planning for the use of Restrictive Physical Interventions at Baylis Court Nursery School

Staff will use the minimum force needed to restore safety and appropriate behaviour.

The principles relating to the intervention are as follows:-

- Restrictive Physical Intervention is an act of care and control, not punishment. It is never used to force compliance with staff instructions.
- Staff will only use it when there are good grounds for believing that immediate action is necessary and in the child's and/or other children's best interests.
- Staff will take steps in advance to avoid the need for Restrictive Physical Intervention through dialogue and diversion, and the child will be warned, at their level of understanding, that Restrictive Physical Intervention will be used unless they cease the unacceptable behaviour.
- Only the minimum force necessary will be used to prevent severe distress, injury or damage.
- Staff will be able to show that the intervention used was in keeping with the incident.
- Every effort will be made to secure the presence of other staff, and these staff may act as assistants and/or witnesses.
- As soon as it is safe, the Restrictive Physical Intervention will be relaxed to allow the child to regain self-control.
- A distinction will be maintained between the use of a one-off intervention which is appropriate to a particular circumstance, and the using of it repeatedly as a regular feature of the setting.
- Escalation will be avoided at all costs, especially if it would make the overall situation more destructive and unmanageable.



## BAYLIS COURT NURSERY SCHOOL

### Restrictive Physical Intervention Policy

- The age, understanding, and competence of the individual child will always be taken into account.
- In developing Individual Education/Behaviour Plans, consideration will be given to approaches appropriate to each child's circumstance.
- Procedures are in place, through the pastoral system of the setting, for supporting and debriefing pupils and staff after every incident of Restrictive Physical Intervention, as it is essential to safeguard the emotional well-being of all involved at these times.

#### Acceptable Forms of Intervention at Baylis Court Nursery School

- There are occasions when staff will have cause to have physical contact with children for a variety of reasons, for example:
  - To comfort a child in distress (so long as this is appropriate to their age);
  - To gently direct a child;
  - In an emergency to avert danger to the child or children;
  - In rare circumstances, when Restrictive Physical Intervention is warranted.
- In all situations where physical contact between staff and children takes place, staff must consider the following:
  - The child's age and level of understanding;
  - The child's individual characteristics and history;
  - The location where the contact takes place (it should not take place in private without others present).

Physical contact is never made as a punishment, or to inflict pain. All forms of corporal punishment are prohibited.

Physical contact will not be made with the participants neck, breasts, abdomen, genital area, other sensitive body parts, or to put pressure on joints.

It will not become a habit between a member of staff and a particular child. [Should a child appear to **enjoy** physical contact this must not be sought via Restrictive Physical Intervention].

#### Developing a Positive Handling Plan at Baylis Court Nursery School

If a child is identified for whom it is felt that Restrictive Physical Intervention is likely, then a Positive Handling Plan will be completed. This plan will help the child and staff to avoid difficult situations through understanding the factors that influence the behaviour and identifying the early warning signs that indicate foreseeable behaviours that may be developing.

The plan will include:-

- Involving parents/carers and child to ensure they are clear about what specific action the school may take, when and why
- A risk assessment to ensure staff and others act reasonably, consider the risks, and learn from what happens
- A **record** needs to be kept of risk reduction options that have been examined and discounted, as well as those used
- Managing the child, strategies to de-escalate a conflict, and stating at which point a Restrictive Physical Intervention is to be used
- Identifying key staff who know exactly what is expected. It is best that these staff are well known to the child
- Ensuring a system to summon additional support
- Identifying training needs



# **BAYLIS COURT NURSERY SCHOOL**

## **Restrictive Physical Intervention Policy**

[A setting may also need to take medical advice about the safest way to hold a child with specific medical needs].

### **Guidance and Training For Staff**

Guidance and training is essential in this area. We need to adopt the best possible practice. At Baylis Court Nursery School this is arranged at a number of levels including:-

- Awareness for governors, staff and parents
- Behaviour management for all staff
- Managing conflict in challenging situations - all staff
- Specific training on Restrictive Physical Intervention techniques - all staff

**At Baylis Court Nursery School, Team Teach is the preferred approach to using positive handling strategies.** Team Teach remains committed to the term "Positive Handling" to describe a broad spectrum of risk reduction strategies. Positive handling is a holistic approach involving policy, guidance, management of the environment and the deployment of staff. It also involves personal behaviour, diversion, definition and de-escalation. Physical restraint is only a small part of the framework.

All staff receive training on the Team Teach approach. Refresher training occurs every three years.

**Agreed by Governing Body: 22<sup>nd</sup> June 2018**

**Review Date: June 2019**

**Chair of Governing Body signature:.....**

**Head Teacher signature:.....**



## BAYLIS COURT NURSERY SCHOOL

### Restrictive Physical Intervention Policy

It is helpful to distinguish between non-restrictive and restrictive physical interventions:

Definition	What it looks like	Example
<b>Non-restrictive physical interventions</b> (Touch and physical contact is a small but important and natural part of adult-child relationships in our nursery).	Either where the child's movement is not restricted or where the child is held supportively but they can move away from the physical intervention if they wish.	<ul style="list-style-type: none"><li>• Guiding/shepherding a child from A to B.</li><li>• Touch or prompting.</li><li>• Physical presence, non verbal prompts and directions.</li></ul>
<b>Restrictive physical interventions.</b>	Prevent, impede or restrict movement or mobility. Restraint. To use force to direct.	<ul style="list-style-type: none"><li>• Temporary physical containment.</li><li>• Holding a pupil.</li><li>• Escorting or manoeuvring.</li><li>• Full restraint.</li></ul>
<b>Emergency/unplanned interventions</b>	Occur in response to unforeseen events	
<b>Planned interventions</b>	In which staff employ where necessary, pre-arranged strategies and methods which are based on risk assessment and recorded in an individual positive handling plan for the management of the child.	