

Physical Intervention Policy

Principles

At The Acorn Nursery School 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 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

In service training or advice will be provided for staff who have control or charge of children. The Manager will keep staff informed of approved approaches and current Ofsted/Local Education Area 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 restraint plans drawn up for them. These will be agreed and discussed with parents/carers and kept in individual confidential files in the SEND file with a copy in the Key Person's file.

Strategies and Approaches

Staff are experienced in the use of a wide range of consistent behaviour management strategies intended to diffuse potentially aggressive situations, for example, diversion, reasoning, positive behaviour strategies or 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.
- Blocking - physically moving between children.
- Leading by the hand.
- 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 which 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 if not already involved.
- 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.
- Manager to talk through incident with the child, if appropriate, to ascertain their perception.

Recording and Reporting

A written record of any incident involving the use of physical restraint is made as soon as possible afterwards using the Restrictive Physical Intervention Incident Report Form. 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 Behaviour Support Plan in place, any completed Restrictive Physical Intervention Incident Form should be attached to this. These records are kept confidentially at nursery. 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 /carers are always informed of incidents involving restrictive physical intervention.

Complaints

Staff are aware that the use of restrictive physical intervention 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 the reasonableness of their actions in any subsequent investigation.