



De-escalation, Physical Intervention and Restraint Policy

Reviewed: 04.09.2023 | Next date for review: 04.09.2024

Purpose of the policy

The Department for Education recognises that as an Intervention Service we have a duty to care for all children and young people and that staff should take appropriate actions to ensure that the children in our care are protected from harm and do not harm others. This policy deals with all situations where physical intervention or restraint may need to be used. This includes situations where children have risks assessed and protocols in place but also for any child who demonstrates behaviour which is unforeseen and unpredictable.

This policy will make staff aware of the type of situations where they may or may not be required to intervene physically, and those situations where it is acceptable or not acceptable to physically restrain a child. We accept that there are situations where an act of care, physical intervention and physical restraint may be necessary. All staff are expected to adhere to this policy.

Terminology

Physical intervention refers to the actions by one or more people to restrict the actions of a child. **Physical restraint** is the positive application of force with the intention of holding a child. Both are acts of care and control aimed at ensuring the safety of the child and others.

Rationale

Every child has a right to the best education which can be provided, in partnership with the Intervention Service, their family, schools, the local authority and the community. Running Deer Intervention Service aims to provide a safe, caring and friendly environment for all our children to allow them to learn effectively, improve their life chances and help them maximise their potential. Good child behaviour and skilled behaviour management are essential for an effective learning environment. This policy should be read in conjunction with the behaviour and safeguarding policies.

We take a holistic approach to the support of children and their provision should be individualised in accordance with the needs of children.

Staff will be trained in positive behaviour management, de-escalation, and physical intervention. They will understand that planning a well-matched, engaging, curriculum and employing the direct teaching of social and emotional skill development is imperative to minimising challenging behaviour. We use the PACE approach (see our Relationship Policy and Behaviour Policy) alongside our Emotional Curriculum and individually targeted PSHE lessons.

There can sometimes be occasions when children's' behaviour challenges the ability of staff to maintain good order. Behaviour may disturb others, risk damaging property or place that child or others at risk of harm. All staff need to know the appropriate steps and strategies to de-escalate situations, including the use of distraction, diffusion, re-direction, humour and positive engagement. Priority is to minimise the severity of behaviour and avoid physical intervention or restraint

becoming necessary. Confident trained staff working within an effective team climate will feel they can handle day to day situation effectively knowing they can call on the support of colleagues.

Staff will only physically intervene when the risks of not doing so outweigh the risks involved by not using reasonable force in this way. Physical interventions should follow the guidelines learned on Team Teach accredited 16-hour training. In extreme circumstances, an untrained member of staff may have to intervene physically. In all situations it should be for a minimum amount of time and involve a minimum amount of physical contact

We aim to:

- Minimise the number of physical interventions in Intervention Service
- Ensure that physical interventions are used as a last resort
- Develop an understanding about why we use physical interventions
- Have available physical intervention trained members of staff to support the management of physical interventions.
- Involve parents and carers and Directors in Intervention Service policy and individual programmes

We will:

- Act within the legal framework and DfE guidance on the use of reasonable
- Record and analyse physical interventions at least half termly
- Monitor serious incidents as soon as they occur
- Keep a separate record of physical interventions
- Review and update behaviour risk assessments and plans regularly in response to observations of children to ensure that they remain appropriate
- Make accredited de-escalation and physical intervention training available for staff within Intervention Service

DfE guidelines identify that a physical intervention can be used as a last resort in circumstances where:

- Good classroom order is at risk
- The child or other children are at immediate risk
- There is a risk to Intervention Service property.

See the DfE Guidance – Use of Reasonable Force in Intervention Services July 2013

Also see DfE Guidance – Reducing the Need for Restraint and Restrictive Physical Intervention June 2019

Recording and reporting

Where young people are known to display behaviours which may become volatile or difficult to manage, they will have a behaviour risk assessment. All staff should be aware of this assessment and familiarise themselves with it. These profiles should be read alongside any individual learning plans which identify children's individual barriers and potential triggers.

In situations where a behaviour has been concerning or where physical intervention has been necessary an incident should be recorded using CPOMs. These forms will be used as a basis for a debrief conversation as soon as possible after the incident.

Post incident support should take place as soon as reasonably possible after an incident, this should include restorative conversations with the child, reparative work for any hurt feelings, damage to property or injury to others. Staff members will be given a debrief which will take the form of a conversation with senior staff this will identify the need for any further support.

Parents should always be informed following a physical intervention and their response should be included on CPOMS.

If a member of staff or child has sustained an injury an accident or injury form should be completed.

SLT will evaluate all incidents and support staff to modify individual risk assessments and plans where necessary. If incidents begin to show frequently for an individual or in a regular pattern for an individual or group, a member of SLT will support the team to look at and adapt the provision for that child. This may trigger referrals to other professionals for further assessment and support. A behaviour report will be shared with Directors on a termly basis.

Health and safety

These guidelines are written to ensure the health and safety both for the child and staff members. We will:

- Ensure safe working practices
- Carry out risk assessments and take appropriate action to eliminate or reduce risks

All employees are expected to:

- consider their own physical health, emotional state, and attire

Staff will have monthly group supervision after Intervention Service sessions with an Educational or Clinical Psychologist and will have half-termly access to individual sessions with a counsellor.

Equal Opportunities

These guidelines are central in ensuring that all children, regardless of their emotional development, disability or cultural background will have access to the same range of diverse opportunities. It is also important to ensure that all incidents are managed as carefully as possible to minimise stress for children and maintain dignity.

Complaints and allegations

Children have the right where possible and can question or complain about physical intervention.

We will ensure that children and parents understand they can voice their opinions ask questions and voice any concerns.

If an allegation is made that a member of staff has used unnecessary force or that a member of staff has acted inappropriately this will be taken seriously.

Allegations against staff will be managed under the Complaints policy.

The use of force as a punishment is always unlawful and inappropriate.

Contact Running Deer Intervention Service

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