



Dorking Nursery School and Children's Centre

POSITIVE HANDLING POLICY

Touch and the use of Restrictive Physical Intervention for all Staff working with Children

1. Introduction

At Dorking Nursery School and Children's Centre we believe that children need to feel happy, safe and secure and develop good relationships with the adults who work here. We promote the personal, emotional, social and physical development of each individual child. We believe that children need to have many opportunities for freedom of movement indoors and outside in our gardens. We believe that very young children for their emotional development need physical comfort / contact when appropriate. We have a behaviour policy in place which actively teaches children our codes of behaviour with a strong focus on positive praise (see behaviour policy). This policy works well for the vast majority of our children. However for a very few children on rare occasions we may have to use physical intervention.

All the Centre staff need to feel able to manage risk and inappropriate behaviour, and to have an understanding of what and how challenging behaviours might be communicated. 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.

2. Definition of 'restrictive physical intervention'

The Law allows for teachers and other persons 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 that is prejudicial to maintain the good order and discipline at the Centres

"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 teacher or other adult

authorised by the Head teacher has to, in specific circumstances, use "reasonable force" to control or restrain pupils. 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

3. When the use of restrictive physical interventions may be appropriate

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 management 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 various strategies which are suited to that child's needs and situation. The safety and well being of all staff and pupils are important considerations. Under certain conditions this duty must be an over-riding factor.

The following staff (as well as the teachers employed at the school) are authorised by the Head teacher to have control of pupils, and **must** be aware of this Policy and its implications i.e. special needs staff, teachers, crèche leaders and nursery nurses. Students and volunteers will not be permitted to use any restrictive physical interventions.

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.

Each member of staff is required to complete a Surrey Schools moving and handling risk assessment form in order that individual employee capabilities are considered. It is the Headteachers responsibility to ensure all staff undertake this risk assessment as part of their induction. It is our Centres' view that each member of staff can take responsibility for their own safety in any situation and will need to take action to ensure their own health and safety e.g. they may need to remind their line manager or colleagues of an injury or physical condition that prevents them from handling or supporting a child.

4. Planning for the use of restrictive physical interventions

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.
- staff will only use it when there are good grounds for believing that immediate action is necessary and in the children'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 at the level of understanding of the child
- 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
- escalation will be avoided at all costs, especially if it would make the overall situation more destructive and unmanageable
- the needs 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

5. Acceptable forms of intervention

We have children in our nurseries from the age of 2 and children with severe special needs as well as babies and toddlers in our 'stay and play' groups and crèches. Such young children require positive touch and a more hands on approach to support their personal, social and emotional development as well as supporting them in all other areas of learning. Physical contact is never made as a punishment. According to the needs of individual children, we may use physical touch/ intervention:

- to give reassurance to a child
- to comfort a child in distress
- to ensure children have every opportunity to benefit from the nursery curriculum (EYFS)
- to gently direct a child
- to support children in learning life skills such as toileting
- when providing intimate care such as changing nappies
- to provide support within a physical activity such as climbing/movement
- in an emergency to avert danger to the pupil or pupils
- in rare circumstances, when Restrictive Physical Intervention is warranted

6. Developing a positive handling plan

If a child is identified for whom it is felt that Restrictive Physical Intervention is likely, then a Positive Handling Plan will be agreed and completed with the parents. This Plan will include strategies to help the child avoid getting into these situations and identify the early warning signs that indicate foreseeable behaviours that may be developing.

The plan will include:

- involving parents/carers and the child to ensure they are clear about what specific action the Centre may take, when and why

- a risk assessment to ensure staff and others act reasonably, consider the risks, and learn from what happens
- identifying key staff who know exactly what is expected e.g. the key person or familiar learning support assistant
- identifying training needs

7. Guidance and training for staff

As part of their induction all staff are informed about our behaviour policy and this policy. Relevant staff are given training in manual handling techniques.

8. Complaints

It is intended that by adopting this policy and keeping parents and governors informed we could avoid the need for complaints. All disputes that arise about the use of force by a member of staff will be dealt with according to Surrey's Child Protection and Safeguarding policies (see child protection policy - in the policy file in the library area).

Approved by the Governing Body: September 2016

To be reviewed by: Sept 2019

Relevant for:-

Centre: Yes	Nursery: Yes	Parents: Yes
--------------------	---------------------	---------------------

POSITIVE HANDLING POLICY APPENDICES

Appendix A Model school procedures

The use of restrictive physical interventions by staff

This procedure supports the application of the Surrey County Council policy and guidance on the use of Restrictive Physical Intervention. All staff should study the policy statement carefully - it can be found in the staff file in the office and on our staff/governor log in on our website - www.dorkingnurserychildrenscentre.org.uk

1. The person responsible for authorising staff to use restrictive physical intervention as part of a structured and planned intervention within this school is the head teacher
2. The person responsible for ensuring that all planned use of restrictive physical intervention is risk assessed is the headteacher
3. Copies of all risk assessments are held **in the filing cabinet in the headteacher's office** and are reviewed after use of force and termly.
4. As of September 2010, the people who are authorised to use reasonable force in planned restrictive physical interventions are listed here. No other person should engage in a planned intervention.
Head teacher
Nursery Leads
Special needs and Inclusion Manager
Learning Support Assistants (as designated by the SNIM)
2-3s key workers (as designated by the team leader)
3-5s key workers (as designated by the team leader)
Crèche leaders (as designated by the children's centre manager)
5. The person responsible for ensuring that appropriate training is provided, including regular updates, is the headteacher.
6. Training records are held by the Headteacher
7. Those not involved in risk assessment but whose roles include the supervision of children may use reasonable force in an emergency unplanned intervention where it is necessary to prevent a serious injury from occurring.
8. Every use of restrictive physical intervention is to be reported the same day to the Head teacher or the deputy in charge if the Head teacher is off-site. The Head teacher or deputy will ensure that a parent of the child who has had force used against them is notified that day.
9. In addition, the details of each use of physical intervention must be recorded in the Child Incident Book in each area. The person leading the planned or unplanned intervention must complete this form and inform the head teacher. The head teacher will review every use of physical intervention.

Individual child or young person risk assessment

Surrey County Council - child or young person risk assessment

A plan for assessing and managing foreseeable risks for children or young people who are likely to need Restrictive Physical Intervention

Dorking Nursery School and Children's Centres

Name of Child:

Group:

Name of key person:

.....

Name of parents/Carers:

.....

Name of Support Service

Member/s:

Identification of Risk
Describe the foreseeable risk (i.e. what specific behaviours have occurred)
Is the risk potential or actual? (i.e. has this happened before)
List who is affected by the risk