

Huntingdon Nursery School

Physical Intervention Policy

In Response to Cambridgeshire Steps Training

Introduction

We acknowledge that some children behave in ways that make it necessary to consider the use of physical intervention as part of a behaviour management plan. At Huntingdon Nursery School the use of Physical Intervention to manage behaviour is based on Cambridgeshire County Council's Steps Training.

Centre Expectations

Staff are committed to ensuring that we deal professionally with all incidents involving inappropriate behaviour. (See '**Dealing with Challenging Behaviour**' – Appendix 1). We only use physical intervention **as a last resort** and in the following situation.

- Risk of personal injury to, or damage to the property of, any person including themselves.

Taking into account the circumstances of each incident, staff judge whether or not physical intervention would be reasonable or appropriate. If used at all it is in the context of a respectful, supportive relationship with the child. We will always aim to ensure minimal risk of injury to children and staff.

Our Practice In Response To Specific Incidents

- Since single-handed intervention increases the risks of injury to both parties and does not provide a witness, staff seek assistance from other members of staff as early as possible.
- All staff who become aware that another member of staff is intervening physically with a child provide a presence and offer support and assistance should this be required.
- Where possible, staff who have not been involved in the initial confrontation leading up to an incident may be in a better position to intervene or restrain the pupil if this proves necessary. Staff should support colleagues by offering to take over the role of holding to minimise stress.
- Staff should call for help in emergencies.
- A child's behaviour may be adversely affected by the presence of an audience. Wherever possible, the audience will be removed, or if this is not possible, the child will be removed from the audience. The child and member(s) of staff will withdraw to a quiet, but not completely private, place (e.g., two members of staff should be present or a door left open so that others are aware of the situation). Staff give relevant explanations to the other children to minimise possible upset.
- Staff will be aware of the need to tell the child being restrained, in a calm and gentle manner, that the reason for the intervention is to keep the child and others safe. Staff explain that as soon as the child calms down, he/she will be released.

Acceptable Physical Intervention

- Standing between children;
- Blocking a child's path;
- Open mitten
- Closed mitten
- Supportive hug/arm

Unacceptable Physical Intervention

- Anything impacting on breathing
- Anything causing pain
- A sense of violation
- Basket type hold
- Pulling and dragging.

Recording

- The **Log** (Appendix 2)- must be completed if a child's behaviour is challenging. It will provide information regarding possible causes and frequency of inappropriate behaviour as well as how the child responds to strategies used. This will also provide evidence, if needed in the future, to support an application for additional support.
- The **Behaviour Plan and Risk Assessment** (Appendix 3) - must be completed in partnership with parents if a child's behaviour is beginning to develop into a pattern. It helps staff to plan strategies that can be used to prevent behaviour escalating.
- The **Blue Physical Intervention Record Book** - (kept in SENCO's office) must be completed to record in detail all incidents that result in non-routine/emergency interventions immediately following, or before the end of the day of the incident, by the staff member involved in the original incident. Any other members of staff involved (i.e. as witnesses or additional providers of support) also contribute to this record, signed and dated on the same day. These records are copied and kept in the child's file. Class teachers should ensure that these are sent on to the child's next school.
- **Record of Behaviour and Physical Interventions Used in Routine Incidents with Children with Identified Needs** (Appendix 4) - must be used to record routine incidents of physical intervention, for children with identified needs as set out in the child's Individual Education Plan, Risk Assessment and or Physical Intervention Plan
- The **Physical Intervention Plan** (Appendix 5) – must be completed in partnership with parents if the behaviour escalates, despite adopting strategies set out in the 'Risk Assessment', and physical intervention is still required, to ensure they are safe, suitable and appropriate for each child.

Post Incident Support

- We give the child time to become calm while staff continue to supervise him/her. When the child is calm we talk with him/her to try and establish what happened
- A senior member of the staff team is informed at the earliest possible opportunity of any incidents where physical intervention has been used. Each incident is reviewed to ensure that any necessary lessons are learned.
- We inform parents/carers of any incident involving physical intervention as soon as possible after the incident.
- All members of staff involved will be allowed a period to debrief and recover from the incident. This may involve access to external support. The SENCO will provide support to the member of staff involved.

Arrangements for Informing Parents/Carers

Parents/carers will be informed of the centre's policy regarding physical intervention in the following ways:

- Practitioners who work with particular children who have learning or physical disabilities and who have Individual Education Plans, may need to use specific techniques routinely to manage challenging behaviour. Such arrangements will be discussed with parents/carers in advance on an individual basis. All interventions will be routinely recorded.
- Parents/ carers will be informed after a non-routine incident where physical intervention is used with their child.

Monitoring use of Restrictive Physical Interventions

- The use of physical intervention in the School; is monitored in order to help our staff learn from experience, promote the well being of children in our care and provide a basis for appropriate support and school organisation. Monitoring helps us to determine what specialist help is needed for pupils. Information on trends and emerging problems will be shared within our school.
- Governors are informed of this as well as of the number of unplanned / emergency physical interventions and the number of planned physical interventions annually.
- Our Physical Intervention Record Book is available for monitoring by County Council officers and Ofsted.

Training of Staff

- All staff attend relevant Step training on physical intervention when necessary. Other within the school will also have this training when necessary.
- In cases where it is known that a pupil may, on occasions, require physical intervention, we will ensure that appropriate training is provided for relevant staff (both teaching and support staff).

Authorisation of Staff to Use Physical Intervention

- We recognise that most of the time physical intervention will be used infrequently, that is, as a last resort to maintaining a safe and secure environment.
- Although, under Section 550A of the Education Act 1996, all our teaching staff are, by the nature of their roles and their duty of care, authorised to use 'force as is reasonable in the circumstances for the purpose,' we will ensure specific training is given.

- Support staff as well as teachers will also be authorised, for Physical Intervention on completion of the relevant training.
- Our induction procedures will make it clear to new members of staff the procedures regarding Physical Intervention.