

# Orbis Schools Wales: Use of restraint policy

Policy Number:	EDW022	Originator:	Rachel Hackling
Issue Number:	1	Authoriser:	Amanda Morgan-Taylor
Issue Date:	24/02/2021	Service Type:	Childrens Services
Next Review Due:	02/2022	Policy Location:	All Files/Radar

**1. This policy should be read in conjunction with the following policies:**

- Safeguarding Policy
- Complaints and concerns policy
- Exclusion policy
- Positive behaviour support policy

**2. Use of Physical Intervention**

**2.1** Young people with an autistic spectrum disorder may find the world both confusing and distressing. Their frustration and anxiety may at times manifest itself in the form of challenging behaviours that require a physical intervention in order to keep them and others safe. Orbis Education and Care is committed to best practice with regard to supporting children/young people with autistic spectrum disorder. Physical interventions are viewed as only part of a continuum of strategies that are needed to manage challenging behaviours and only when all other methods of intervention have been unsuccessful.

**2.2** This policy has been produced with reference to the following documents

- Bild “Physical Interventions, a Policy Framework” (1996).
- Positive and Proactive Care : reducing the need for restrictive interventions. DoH April 14
- DFES “Guidance on the Use of Restrictive Physical Interventions” (2003).
- Welsh Assembly “Framework for Restrictive Physical Intervention, Policy and Practice” (2005).
- Welsh Assembly: Safe and effective intervention – use of reasonable force and searching for weapons (2010).
- Challenging behaviour and learning disabilities: prevention and interventions for people with learning disabilities whose behaviour challenges NICE guideline Published: 29 May 2015

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- NICE quality standard (QS101) Learning Disability: challenging behaviour published October 2016

## 3. Defining a Physical Intervention

**3.1** The nature of the children/ young people supported by Orbis Education and Care will necessitate staff using a range of both prompts and physical guidance to assist them in completing a task or learning skill. This may include personal care, domestic skills, accessing the community, curriculum based activities, road safety and physical exercise. This physical interaction forms part of the professional relationship between staff and children/ young people as outlined in other Orbis Education and Care Policies. This is distinct from a Physical Intervention which can be defined as:

**“Direct physical contact between persons where reasonable force is positively applied against resistance, either to restrict movement or mobility, or to disengage from harmful behaviour displayed by an individual.” (Welsh Assembly)**

**3.2** Harmful behaviour would include significant destruction of property, violence directed towards others, violence that arises from panic, distress or confusion, self-directed violence or self-injury. At all other times the human and legal rights of the young person exhibiting the behaviour, and those at risk from the behaviour, must be of paramount importance. Staff that fail to physically intervene when the situation requires such action may be in breach of their duty of care.

## 4. Values and the use of intervention

**4.1** Orbis Education and Care is committed to promoting Positive Behaviour Support (PBS) as its service model. Positive Behaviour Support (PBS) has evolved from debates in the 1980s about the use of punishment based consequences with people with learning disabilities & behaviours that challenge. All young people will have a personal plan which will detail their needs, strengths, behaviours that challenge, primary prevention strategies, secondary prevention strategies, reactive strategies. These plans will be monitored and evaluated. All plans will be reviewed 3 monthly as a minimum or more regularly if required, through MDT and discussion with the young person and stakeholders.

**4.2** At Orbis Education and Care the use of physical intervention is always viewed as the last resort. Where this is unavoidable, staff will always seek to use the minimum intervention necessary to prevent harm. Such interventions will be commensurate with

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our professional duty of care, reasonable and proportionate to the level of the risk presented. Staff actions will always be acceptable within recognised professional practice, civil law and criminal law.

## 4.3 Orbis Education and Care will strive to:

1. prevent the necessity for physical interventions through the deployment of pro-active strategies;
2. work with our children/young people towards reducing the level of restrictive intervention required; and
3. ensure that prior planning and training takes place where physical interventions are identified as being unavoidable.

## 4.4 Physical Safe holds may be utilised

- where there is violence directed towards others;
- where there is directed violence or self-injury;
- where there is significant destruction of property;
- where the behaviour of the young person presents a risk to themselves or others
- where the behaviour or actions puts the young person or others in immediate danger
- where the young person is acting illegally.

## 4.5 More restrictive interventions will only be utilized,

- Based on individual need.
- As part of a gradient response.
- As a last resort.

4.6 Where there is a disagreement or concern raised about the decision to utilise physical interventions, then this will be referred to the Board of Directors for consideration.

4.7 Physical interventions will never be threatened or used as a disciplinary sanction. Where a physical intervention is utilised, staff will ensure that an individual is monitored and cared for throughout the incident. Autonomy, commensurate with their age and understanding, will be returned to them as soon as it is safe to do so.

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**4.8** Under no circumstances will a child/young person be restrained in a face down position.

**4.9** Incidents involving physical intervention will be subject to a post-incident de-brief for both the young person concerned (at an appropriate level) and professionals involved.

## 5. Training

**5.1** All staff will receive approved training in pro-active strategies and physical intervention techniques as approved by the Board of Directors. Such training will be delivered on an annual basis.

## 6. Recording

All the children/young people will be made aware of the Complaints Procedure as a possible channel to express their views on the use of physical interventions. Following the use of a physical intervention, the incident must be recorded within 24 hours. The recording of physical interventions used will be stored electronically. These interventions will then be notified to parents or social workers of the young person, as deemed appropriate dependent on legal status.

Each entry will include the following information:

- The name of the child/young person.
- Details of the behaviour prior to the incident.
- A description of the physical intervention used.
- Date, time, location and duration of the physical intervention.
- Name of the staff member(s) utilising physical intervention.
- Name of other people present.
- The effectiveness of the physical intervention.
- Consequences/injuries from using the physical intervention.
- Signature of authorised person ( Head teacher/deputy Head teacher/Head of Care)

## 7. Withdrawal

Staff may choose to withdraw from a pupil when they are demonstrating challenging behaviour and the personal plan deems this to be the most effective strategy for responding to behaviours. Staff should ensure pupils are kept in line of sight where

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possible or observed once every ten minutes during this withdrawal time if there is an injury or underlying health condition and that the environment is safe and secure.

## 8. Confiscation of inappropriate items

The following criteria should be applied when confiscating items from a pupil in school. An item should only be confiscated if:

- It poses a threat to others, for example a laser pen is being used to distract or harm others.
- It poses a risk to the young person or others.
- Mobile phones are allowed on the journey to and from school and will be collected for safe keeping on arrival at school and stored in an agreed suitable place
- At no time are mobile phones allowed to be used in lessons
- Mobile phones are the responsibility of young people. Orbis Education and Care accept no responsibility for the transfer and swapping of these items between young people.
- Confiscated items must be kept safely and returned at the end of the day, parents/carers should be contacted.
- See Search Policy for further information.

## 9. Sanctions

Sanctions are avoided at Orbis Education and Care Wales as they do not aid staff in changing pupil behaviour. We believe that reinforcing positive behaviour is a far more useful intervention and one which has more relevance to our young people. We would record sanctions for serious disciplinary offences if ever used. Any sanctions used are recorded in the sanction log which is held by the Head of Education. However, naturally occurring consequences following behaviours do take place.

## 10. Equality Impact Statement

All relevant persons are required to comply with this policy and must demonstrate sensitivity and competence in relation to Age, Disability Gender reassignment, Marriage and Civil partnership, Pregnancy and Maternity, Race, Religion or belief, Sex and Sexual Orientation. If you, or any other groups, believe you are disadvantaged by this policy please contact the Regional Manager for the service.

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Orbis will then actively respond to the enquiry.

This policy is owned by: Quality Department

Date: 24/02/2021

Signed:

A. E. Morgan-Taylor.

Company Confidential

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Policy Name:	Use of Restraint Policy
Issue Date:	
Name of Service	

The people listed below have read and understood the policy named above and are aware of the responsibilities they have in relation to the policy requirements.

Name	Signature	Date

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