



PHYSICAL HANDLING POLICY

Robin Nursery Schools aim is that all staff help children to take responsibility for their own behaviour.

This is achieved using a combination of approaches which include:-

- positive role modelling
- planning a range of interesting and challenging activities
- setting and enforcing appropriate boundaries and expectations
- providing positive feedback

Very occasionally a child's behaviour may present particular challenges that require physical handling

There are three types of physical handling

1. POSITIVE HANDLING

The positive use of touch is a normal part of the human interaction.

- giving guidance to children (holding a paintbrush or holding when climbing)
- to provide emotional support (placing an arm around a distressed child or giving a hug to)
- physical care (applying first aid or toileting)

Staff exercise appropriate care when using touch and are vigilant with children for whom touch may be inappropriate (for cultural or for children with a history of physical or sexual abuse) within the guidance of our child protection policy.

2. PHYSICAL INTERVENTION

Physical intervention can include mechanical or environmental means such as highchairs, stair gates or a locked door. These are all appropriate ways of ensuring a small child's safety

3. RESTRICTIVE PHYSICAL INTERVENTION

Restrictive physical intervention means that a member of staff uses physical force intentionally to restrict a child's movement against his or her will. This will usually involve an adult using their body rather than any sort of mechanical or environmental method.

Restrictive physical intervention will only be used by staff in conjunction with the setting behaviour management policy and in extreme circumstances. This is not a preferred way of managing children's behaviour and will be used only in context as part of a well established & implemented positive framework

The setting will do all it can to avoid using restrictive physical intervention but may be forced to in the following circumstances:-

- a child is injuring themselves or others
- a child is damaging property
- there is suspicion that, although injury, damage or other crime has not yet happened that it is about to happen
- that a child is trying to leave the site and it is judged that the child would be at risk

Robin Nursery will do all it can by using adequate staffing and security of the site to prevent a child being able to leave the setting. The nursery and staffs duty of care to ensure each child's safety will extend beyond the site boundaries when staff have control or charge of children off site. (e.g. school trips)

There may be times when restrictive physical intervention may be justified but might make a situation worse by implementing it. The staff would then issue an instruction and try to make the area safe by other means consistent with their duty of care using their judgment.

The aim of using restrictive physical intervention is to restore safety, both for the child and others around him or her and not as any form of punishment or as an alternative to less intrusive measures which the staff judge would be effective.

Any member of staff may apply restrictive physical intervention if deemed fit but if a child has particular behavioural problems it may be left to a member of staff who knows him or her well and is more likely to be able to use alternative methods to support the child and to keep them safe. Where individual children's behaviour means they are likely to require restrictive physical intervention, staff should identify members who are most appropriate to be involved and those will receive training and support in behaviour management as well as physical intervention.

Staff will not use any form of seclusion (where a child is forced to spend time alone in a locked room) except in an emergency situation or to spend time being held in a time out situation.

In an emergency, staff will do their best within the duty of care and using reasonable minimal force. After an emergency the situation will be reviewed and plans for an appropriate future response are made. This will be based on a risk assessment which considers:-

- what the risks are
- who is at risk and how
- what can be done to manage the risk

A risk assessment will be used to help write an individual behaviour plan to support the child. Restrictive physical intervention will just be one part of the whole approach to supporting the child's behaviour.

The setting will draw from as many different viewpoints as possible when it is known that an individual child's behaviour is likely to require some form of restrictive physical intervention. The child's parents or carers will be involved with the staff and any other outside agencies we feel will be able to help support the child needs.

Any use of restrictive physical intervention in the setting must be recorded by the setting. This must be done within 24 hours of the incident. The setting will inform the parents by phone or in person and the parents will be given a copy of the record form.

The head of the setting (in this case the Chairperson) and the local authority where required should also be informed.

All the nursery staff have read and understood the guidelines showing the best way to hold a child if required with the minimum amount of force and to help prevent injury to the child or the adult involved.

Restrictive physical intervention can be distressing for the child being held and the adult doing the holding. Support will be given to the child and an explanation as to why the action was necessary will be made to the child to help him or her understand the situation. The child may need to calm down before this happens.

The adult involved will also be given necessary support by Managers and other staff members.

The key aim of after-incident support is to repair any potential strain of the relationship between the child and the adult that restrained him or her.

MONITORING

In addition to reporting individual incidents to the Chairperson, the use of restrictive physical intervention will be discussed at the Robin Nursery committee meeting every quarter. This will be to help recognise trends and to identify any training needs. It will also help develop the setting's ability to meet the future needs of children without using restrictive physical intervention.

The completed restrictive intervention record forms will be retained by the staff for inspection by the Chairperson and inspection authorities e.g. Ofsted.

COMPLAINTS

The use of physical intervention can lead to allegations of inappropriate or excessive use. When anyone (child, carer, staff member or visitor) has a concern, this should be dealt with through the setting's usual complaints procedure.

REVIEWING THE POLICY

This policy will be adopted as of (date agreed by chairperson and committee) and will be reviewed every two years.

REFERENCE

This policy has been written from guidance published by Hampshire County Council (November 2004) *Policy Guidance Physical Handling in early years and out of school settings*.

This policy was adopted at a meeting of The Robin Nursery Committee

Held on

Date to be reviewed

Signed on behalf of the Nursery

Name of signatory (Chairperson)