



# Kisimul gROUP

## Operational and Education Policy and Procedure Physical Restraint Policy and Procedure

### Policy

The following principles must be applied when considering physical restraint:

- Physical Restraint is used at Kisimul School within the guidelines set out in the "Children Act"(1989), [Guidance & Regulations for Residential Care, Reg. 8. (2). (a)] and in line with the 'BILD\* Code of Practice' (2006). Clear guidance is provided in the form of regular formal training in Timian Training and Development (2009) by qualified trainers.
- The underlying principle of physical restraint must be never to use pain as a means of control. Techniques should not impede the process of breathing. Vulnerable parts of the body, e.g. neck, chest and sexual areas are to be avoided. Permissible sanctions and physical restraint are not to be excessive or unreasonable.
- Physical restraint is not used as a punishment, an act of revenge by staff members, as a means to force compliance to instructions, or in response to challenging behaviour which does not give rise to reasonable expectation of injury to someone or serious damage to property. [National Minimum Standards for Children's Homes]
- Any physical Restraint method should be effective and suited to the individual needs of the pupil as detailed in the Individual Pupil Care Plan, IPCP, and understood as containment only. The Individual Reactive Strategies in each pupil's IPCP outlines the agreed behavioural management in line with Timian guidelines. Restraint is only used as a final and last resort for the shortest period of time using the least amount of force possible in order to ensure the health and safety of that child and/or others, or to prevent likely serious damage to property.
- If under exceptional circumstances (i.e. risk of serious injury or fatality) a pupil displays behaviour where the types of physical restraint agreed are insufficient, then supine restraints can be used in line with the Physical Restraint Techniques of the procedure. Subsequent to this the

I.R.S. \*\* will have to be reviewed, amended and agreed with Timian Training and Development.

- British Institute for Learning Disabilities
- \*\*Individual Reactive Strategy

## **This policy is to be used for ALL pupils enrolled at Kisimul.**

### **Procedure**

Section 17(6)(b) of the Children's Homes Regulations 2001 states that: **'Nothing in this regulation shall prohibit the taking of any action immediately necessary to prevent injury to any person, or serious damage to property'**. By 'injury' is meant significant injury. This would include, for example, actual or grievous bodily harm, physical or sexual abuse, risking the lives of, or injury to, the self or others by wilful or reckless behaviour, and self poisoning. It must be possible to show that, unless immediate action had been taken, there were strong indicators that injury would follow.

All Restraint procedures are in line with Timian Training and Development (2009) guidelines unless otherwise stated and agreed prior to use with Timian. All Restraints are tailored to the pupil concerned and are used because they are the most effective method for the individual. Comprehensive details of individual restraint techniques are to be found in the 'Individual Pupil Care Plan', (IPCP), collectively under the heading 'individual reactive strategies' (IRS). Both IPCP's and IRS's are subject to review and change in consultation with parents, placing authorities and staff.

The use of physical restraint is agreed by parents, those with parental responsibility or the placing authority where applicable, prior to the arrival of the child at Kisimul School. The ongoing training programme in physical restraint as purchased by Kisimul will be monitored and evaluated by BILD. (British Institute for Learning Disabilities)

All staff working in direct contact with the children are instructed in the Timian Training and Development (2009) techniques by qualified trainers over a three day period. Skills are updated through regular refresher courses facilitated by the training manager in conjunction with Timian to ensure that staff skills are maintained at a level that is in sync with minimum pass rates for Timian assessment and requirements by BILD. Staff new to the school undergoes the full three day training course before they are authorised to implement physical restraint techniques as part of their daily duties.

As a general guide the following procedures should be used during an restraint incident:

- Although it is recognised that the children accommodated at Kisimul may exhibit extreme changes in their behaviour for no obvious reason,

staff should try to anticipate situations which may require the use of Physical restraint and notify the senior member of staff on duty of their concern.

- When a need for Physical restraint develops, staff will take immediate and appropriate action in accordance with Timian Training and Development guidelines. These follow the BILD Code of Practice for Trainers in the Use of Physical Restraints.
- Wherever possible staff must use a restraint method that is approved by Timian and suitable to the pupil, which is therefore contained within the Individual Reactive Strategy of that pupil's IPCP.
- Whenever possible the first member of staff involved in the incident should act as the "co-ordinator" and is the only one who should communicate with the pupil, albeit at a minimum level. If this person withdraws then another "co-ordinator" must be appointed and it then becomes their responsibility to decide, when the pupil is calm, to release him/her. The "co-ordinator" directs other staff involved regardless of grade or gender.
- Where possible all incidents should be witnessed by the senior staff member on duty.
- Details of any Physical restraint will immediately be recorded in the 'Physical Restraint book' by the senior member of staff involved in the incident. The record will state:
  - Date and time of the incident and restraint technique used
  - name of child
  - names of all persons involved and witnesses to the incident
  - nature of incident leading to physical restraint
  - description of physical restraint applied and duration
  - the effect of the physical restraint
  - Signature of all persons involved in the physical restraint and counter-signature of the senior member of staff on duty.
- For reasons of confidentiality, each incident will be recorded on a separate page of the book. If alterations are made to this record they should be crossed out and initialled. Tippex or similar should not be used.
- When full, Physical Restraint books as they are official records will be stored in the archives.

- As soon as the pupil is sufficiently calm, the senior member of staff will assess the situation and if necessary will inform the Head of Care who will:
  - Arrange for him/her to be checked for injury and a record made of this check. Where there is any suspicion of injury, this will be recorded and immediate and appropriate medical attention organised.
  - Arrange for him/her to be counselled (Post Restraint Counselling) on why the physical restraint was necessary. This will also give the opportunity for the pupil to put his/her side of the incident, which will be recorded in the pupil's file where appropriate.
  - Make the appropriate information available where the child/advocate wishes to make a complaint.
  - Staff also have the opportunity of a debrief in the form of post restraint counselling.
  
- Following an incident which has resulted in the pupil requiring medical attention the Head of Care will:
  - Inform the pupil's social worker
  - Ensure that the parent or carer is informed and advised that he/she can have access to the written record of the incident on request
  - Inform James Hourihan of Timian Training and Development.
  - Agree what further action is necessary according to the circumstances.
  
- The Head of Care will arrange for the incident to be discussed and analysed in a suitable staff meeting as part of the ongoing staff development process. Advice will be sought from Timian.
- The physical restraint book will be made available to visiting inspectors who should initial and date any inspection of the records.
- On request, parents and/or carers will be allowed to have sight of the relevant entry in the Physical Restraint book and should be asked to initial and date their access to it.

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