



# **Thomley Physical Restraint Policy**

# Physical Restraint Policy

Version Control

Physical Restraint Policy

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# Physical Restraint Policy

## Contents

1. Introduction:.....	4
2. Who is this for? .....	4
3. Legislation .....	4
4. Objectives .....	4
5. Minimising the use of physical restraint: .....	5
6. Deciding whether to use physical restraint in Exceptional Circumstances.....	5
7. Using physical restraint.....	6
8. Recording incidents .....	6
9. Complaints .....	6
10. Training.....	6

# Physical Restraint Policy

## 2. Introduction:

- 2.1. Thomley is committed to maintaining the safety of Visitors and Staff. Situations involving decisions about whether to use physical restraint can occur at the Centre. This policy seeks to establish clear guidelines on the use of physical restraint by Staff.
- 2.2. A Visitor is defined as any Visitor to the Centre who is not a member of Staff.

## 3. Who is this for?

- 3.1. This Policy/Procedure is relevant to:
  - 3.1.1. Employees
  - 3.1.2. Casual Staff
  - 3.1.3. Volunteers
  - 3.1.4. Visitors

## 4. Legislation

- 4.1. Legislation covering the reasonable use of physical restraint that is applicable to Thomley would include:
  - 4.1.1. Self-Defence
  - 4.1.2. Defence of Another
  - 4.1.3. Prevention of Crime (e.g. Assault, Criminal Damage)

## 5. Objectives

- 5.1. This policy seeks to:
  - 5.1.1. Ensure the safety of Visitors and Staff
  - 5.1.2. Prevent serious injury to Staff and/or Visitors
  - 5.1.3. Provide guidelines to Staff when faced with situations that may require the use of physical restraint.
- 5.2. Parents and/or Carers are responsible at all times for all those in their care and have prime responsibility for their conduct at Thomley.
- 5.3. Thomley staff would look to the Parents/Carers to deal with any situation requiring physical restraint and would not become involved unless in exceptional circumstances as indicated later in this Policy.

## **Physical Restraint Policy**

### **6. Minimising the use of physical restraint:**

- 6.1. The following principles should help to minimise the need to use physical restraint:
  - 6.1.1. Establishing a calm Centre environment
  - 6.1.2. Ensuring appropriate levels of supervision and avoidance of trigger points.
  - 6.1.3. Using emotional intelligence to de-escalate incidents if they do arise
  - 6.1.4. Developing appropriate risk assessments and positive handling plans for individual Visitors
- 6.2. Only using physical restraint where the member of staff considers that the risks involved in doing so are outweighed the risks involved in not using physical restraint.

### **7. Deciding whether to use physical restraint in Exceptional Circumstances.**

- 7.1. Physical restraint may be considered when:
  - 7.1.1. There is a need to prevent injury to another Visitor and/or member of staff or to the Visitor themselves
  - 7.1.2. A Visitor fails to comply with a reasonable instruction to stop an action that is potentially dangerous to themselves or others
  - 7.1.3. A Visitor's actions place in jeopardy the health and safety of others
- 7.2. Members of staff should use the following guidelines to decide whether or not physical restraint should be used in particular circumstances:
  - 7.2.1. The potential consequences of not intervening were sufficiently serious to justify the use of physical restraint.
  - 7.2.2. The chances of achieving the desired result by other means were judged to be low.
  - 7.2.3. There was identifiable risk to other Visitors and/or members of Staff.

## **Physical Restraint Policy**

- 7.3. Proper account should be made of any particular disability that a Visitor may have.
- 7.4. It is worth noting, however, that decisions often need to be made quickly and that the professional judgement of the member of Staff involved is key.
- 7.5. Staff should seek to minimise the most serious risks, for example calling the carer, Police as required.

### **8. Using physical restraint**

- 8.1. Ideally the staff member should be trained in the use of physical restraint to make sure the safest techniques are used.
- 8.2. Wherever possible physical restraint should not be used unless there is another responsible adult present to support, observe and call for assistance.
- 8.3. It is important to use the minimum physical restraint necessary to achieve the desired result.
- 8.4. A clear verbal warning should be given to the person that physical restraint may have to be used.

### **9. Recording incidents**

- 9.1. All incidents should be recorded on the Thomley Incident Form and should be completed as soon as is practically possible after the incident forwarded to the Operations Manager for review.

### **10. Complaints**

- 10.1. All complaints made relating to the use of physical restraint will be dealt with according to Thomley's Complaints Procedure.

### **11. Training**

- 11.1. Staff should receive Behavioural Management and Physical Restraint Training before attempting to use any form of physical restraint.