

Physical Restraint Policy

Park School Nursery operates a positive Behaviour Policy across all areas of the nursery. We aim to establish positive behaviour within a caring, supportive, and inclusive environment where the welfare, dignity, and safety of every child are paramount.

The purpose of this policy is to outline the procedures to be followed in the rare event that a restrictive physical intervention is required to prevent harm to a child or others.

The use of physical intervention or restraint is avoided wherever possible. However, in exceptional circumstances, reasonable and proportionate force may be used to prevent injury, serious damage to property, or serious disruption where alternative strategies have been unsuccessful.

It is our aim to:

- Create a warm, calm, safe and orderly environment that promotes a sense of belonging and community.
- Establish consistent behaviour expectations that give children a sense of security and safety.
- Ensure all staff, directors, parents/carers and children understand their roles and responsibilities in relation to behaviour management.
- Promote positive behaviour management strategies and de-escalation techniques.
- Ensure staff receive appropriate training and support where required.
- Safeguard the welfare and dignity of all children at all times.

The attitude and behaviour of staff are fundamental in creating and maintaining a positive ethos. Through a consistent team approach, staff provide positive role models, helping children to develop respect for themselves and others.

Definitions:

Physical intervention is any method of physically intervening to support, guide, redirect, or protect a child in order to resolve a difficult or dangerous situation. Physical intervention does not always constitute restraint.

Physical restraint occurs when a member of staff uses force intentionally to restrict a child's movement against their will

Physical intervention and restraint should only ever be used as a last resort when there is an immediate risk of harm.

Staff must always consider less restrictive alternatives first, including:

- Verbal reassurance.
- Distraction and redirection.
- Offering choices.
- Providing space and time to calm.
- Removing triggers where possible.
- Seeking assistance from another member of staff.

Any intervention must be:

- Reasonable.
- Necessary.
- Proportionate to the risk presented.
- The minimum force required.
- Used for the shortest possible time.

Physical restraint must never be used as a punishment or as a substitute for effective behaviour management.

Physical restraint should only be considered where:

- De-escalation and calming strategies have failed.
- A child is at risk of harming themselves.
- A child is at risk of harming another person.
- Significant damage to property is likely to occur.
- Not intervening would create a greater risk than intervening.
- The action is in the best interests of the child and others present.

Using force

Before using force, staff should, wherever practicable, tell the child to stop misbehaving and communicate in a calm and measured manner throughout the incident. Staff should never give the impression of acting out of anger or frustration or to punish a child and should make it clear that physical contact or restraint will stop as soon as it ceases to be necessary.

Wherever practicable, staff should:

- Give clear verbal instructions for the behaviour to stop.
- Use a calm and reassuring tone throughout the incident.
- Explain what action is being taken and why.
- Inform the child that the intervention will cease as soon as it is safe to do so.

Staff must never act in anger, frustration, retaliation or as a punishment.

Certain types of physical contact to “punish a child or cause pain, injury or humiliation” is explicitly forbidden (Educational Act 2011). Examples of this contact would be as follows:

- Kicking, slapping, punching
- Tripping
- Holding child face down to the ground
- Any contact/hold that may restrict breathing/airways
- Forcing limbs against their joint

Recording and reporting

In all incidents where physical restraint has been used, the following actions must be taken:

- The Nursery Manager must be informed as soon as possible.
- The Manager is responsible for ensuring parents are informed as soon as possible

- Staff involved must complete a written record as soon as possible and always the same day that the incident took place.
- Records should include:
 - Date, time and location.
 - Names of staff and witnesses present.
 - Antecedents/triggers.
 - Strategies attempted prior to intervention.
 - Description of the intervention used.
 - Duration of the intervention.
 - Any injuries sustained.
 - Follow-up actions and parental communication.
- The incident will be reviewed to identify any lessons learned and future preventative strategies.

Risk Management

Any child who has needed to be restrained or who has challenging behaviour which might make this necessary should have a risk assessment and a behaviour plan. Any strategies (diffusing techniques most likely to help, agreed with parents/cares and communicated to all staff who work with the child. (This must be reviewed every half term)

Health & Safety

The young person's health and safety must always be considered first and monitored. Any restraint must be ceased immediately if significant signs of physical distress are seen. i.e sudden changes in colour, difficulties in breathing, vomiting.

Staff are not under a duty to run the risk of personal injury, by intervening where it is not safe to do so. If the situation is assessed as being too dangerous, staff should remove other children, retire to a safe distance, and call for another member of staff to help.

If a child and his/her parents/carers wish to make a complaint about physical restraint used by a member of staff or other authorised person, they will complain to the manager/owner In the first instance (or to the directors if the managers are subject of the complaint). The incident will then be investigated under the relevant disciplinary procedure.

Complaints

Any complaint regarding the use of physical intervention or restraint will be managed in accordance with the Nursery Complaints Procedure.

Complaints should be made initially to the Nursery Manager, unless the complaint concerns the Manager, in which case it should be referred directly to the Directors.

All complaints will be investigated promptly, fairly and in accordance with relevant procedures.

Monitoring and reviewing

The Nursery Manager is responsible for monitoring the implementation of this policy and ensuring all incidents are recorded, reviewed and acted upon appropriately.

Legalities/context and framework

Section 93 of the Education & inspection act 2006 stipulates that reasonable force may be used to prevent a pupil/child.

- Committing a criminal offence (or for a pupil under the age of criminal responsibility, what would be an offence for older pupil)
- Where there is a risk of injury to others or to the pupil (child)
- Where there is a risk of significant damage to property
- Where good order and discipline is compromised

Policy owner: LM/RM

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