

Restraint Reduction Policy and Procedure

Date of Last Review: May 2023

Date of Next Review: May 2025



WATERGATE SCHOOL

'I Can, You Can, Together We Will'



Policy & Procedure on Restraint Reduction

Purpose

The purpose of this policy is to ensure that Watergate to the 6 Key Restraint Reduction Strategies as defined by the Restraint Reduction Network. It is important for the benefit of all who use its services, that Watergate ensures that all restrictive practices are only ever used as a last resort and that measures to work towards the reduction of restrictive physical interventions can be evidenced. Accordingly, Watergate has in place a Restraint Reduction Plan associated with this policy document.

Scope

This policy applies to all employees, volunteers and any other representatives of Watergate who have access to its services for people who may at times present behaviours of concern or those who work in some capacity to support them (Support Workers, Managers etc).

Rationale

This policy is necessary to fulfill our legal obligations and to operate under best practice, which is set out in:

- Health & Safety at Work Act (1974) and associated regulations
- Restraint Reduction Network (RRN) Training Standards (2019)
- Restraint Reduction Network – 6 Key Restraint Reduction Strategies
- DfES/DH (2002) Guidance on the Use of Restrictive Physical Interventions for Staff Working with Children and Adults who Display Extreme Behaviour in Association with Learning Disability and/or Autistic Spectrum Disorders
- DH (2014) Positive and Proactive Care: reducing the need for restrictive interventions
- DfE (2013) Use of reasonable force: Advice for head teachers, staff and governing bodies *

Policy Statement

Watergate believes that all people using its services should be treated with dignity, empathy and respect and that their physical, emotional, social and material well-being should be maximised through every available means.

Watergate believes that people who present behaviours of concern should continue to exercise and enjoy the same human rights and freedoms as any

other citizen and that any behaviours of concern should be managed in a safe and dignified way.

Watergate is committed to ensuring the health, safety and well-being of all who come to use its services.

Procedure

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1. The 6 Key Restraint Reduction Standards

Watergate must be able to demonstrate that it has adopted the 6 Key Restraint Reduction Strategies as fundamental pillars of good practice:

Strategy One: Leadership.

Watergate develops a mission, philosophy and guiding values which promote non-coercion and the avoidance of restraint. Executive leaders commit to developing a restraint reduction plan which is implemented and measured for continuous improvement.

Strategy Two: Performance Measurement.

Watergate takes a 'systems' approach and identifies performance measures which determine the effectiveness of its restraint reduction plan and which measure key outcomes for customers.

Strategy Three: Learning and Development.

Watergate develops its staff with the knowledge and skills to understand and prevent crisis behaviour. Training is provided which gives staff the key competencies and supports the view that restraint is used as a last resort to manage risk behaviour associated with aggression, violence and acute behavioural disturbance.

Strategy Four: Providing Personalised Support.

Watergate uses restraint reduction tools which inform staff and shape personalised care and support to customers.

Strategy Five: Communication and Customer Focus.

Watergate fully involves customers in a variety of roles within the service, identifies the needs of customers and uses these to inform service provision and development.

Strategy Six: Continuous Improvement.

The principle of post-incident support and learning is embedded into organisational culture.

The following six sections (Sections 2-7) outline specifically, how Watergate has adopted and applied these 6 Key Principles.

2. Strategy One: Leadership

Watergate is committed to restraint reduction and uses a range of strategies to reduce coercive approaches and to prevent the misuse and abuse of restraint. This is supported by our mission, vision and values: *person-centred care, with compassion and dignity.*

Works in compliance with the current legislation and national guidance as applicable to its sector:

- Health & Safety at Work Act (1974) and associated regulations
- Restraint Reduction Network (RRN) Training Standards (2019)
- Restraint Reduction Network – 6 Key Restraint Reduction Strategies
- DfES/DH (2002) Guidance on the Use of Restrictive Physical Interventions for Staff Working with Children and Adults who Display Extreme Behaviour in Association with Learning Disability and/or Autistic Spectrum Disorders
- DH (2014) Positive and Proactive Care: reducing the need for restrictive interventions
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We value the input and involvement of all professionals in developing and supporting restraint reduction. This includes giving voice to children, parents, carers, staff, governors and regulators in the development of the restraint reduction strategy and plan.

Restraint reduction is best achieved through strong and visible leadership. We aim to develop staff in leadership positions in order to assert positive and proactive ways of working and to promote and uphold the human and civil rights of all those who use services. This includes for all staff, training that meets the Restraint Reduction Training Standards (2019) delivered via Sherwood Training. A model that has a strong emphasis on Positive Behaviour Support (PBS) as an evidence-based approach to restraint reduction.

Staff will receive support, guidance and clear instruction from leaders in order to achieve a consistent delivery of care/support in line with the principles of PBS which will also be embedded within individual support plans.

Senior Management Team meetings have a rolling agenda item to review progress against the restraint reduction plan. Meetings are held once every month.

3. Strategy Two: Performance Measurement

Watergate takes a 'systems' approach and identifies performance measures which determine the effectiveness of its restraint reduction plan and which measure key outcomes for customers.

Watergate

Incidents of behaviours of concern (including near misses) monitored using ABC and are recorded on CPOMs. Incidents are monitored and evaluated by the senior leadership team and relational support plans modified as required. The headteacher will report to the governors at the Education and Pupil Welfare meetings. Each use of restraint (RPI) or other reactive/tertiary restrictive practice is recorded using the Bound and Numbered book.

Other assessment tools may well be in place for each individual within the school.

Progress against Restraint Reduction plan targets is formally reviewed:

- Every month by the Area Manager
- Every six months by the Board of Directors

Increases or a lack of reduction should be identified, notified and a plan of action put in place to address the underlying issues.

4. Strategy Three: Learning and Development

Watergate develops its staff with the knowledge and skills to understand and prevent crisis behaviour. Training is provided which gives staff the key competencies and supports the view that restraint is used as a last resort to manage risk behaviour to ensure the safety of the individual or others.

Watergate has conducted a Training Needs Analysis (TNA) which is reviewed annually alongside its RRN Certified training provider – Sherwood Training.

As an organisation, we recognise the important role training has to play in terms of providing a high quality service but also through recognising the very focused training opportunities required by some teams in order to provide specialist support in a proactive/primary/preventative way.

5. Strategy Four: Providing Personalised Support

Watergate uses restraint reduction tools which inform staff and shape personalised care and support to children. With our commitment to Positive

Behaviour Support (PBS), it is recognised that individualised/personalised strategies are required in order to be effective.

We as a service provider value the uniqueness of each person we work with and recognise the importance of person-centred approaches across the board. This could be for example assessing, documenting and responding to all of the aspects of the person's behaviours from setting events, triggers, cues (early warning signs) and the behaviours of concern themselves. PBS cannot be effective without be grounded in person-centred principles.

6. Strategy Five: Communication and Customer Focus

Watergate fully involves in a variety of roles within the school, identifies the needs of children and staff and uses these to inform service provision and development.

This communication:

- Increases learners' sense of responsibility
- Removes the struggle for power
- Regards mistakes as part of learning
- Is positive
- Where appropriate, overtly links responsibility, choice and consequence
- Helps learners to manage their own behaviour
- Helps learners take responsibility
- Increases learner's independence
- Promotes a respectful and trusting relationship between adults and learners

7. Strategy Six: Continuous Improvement

The principle of post-incident support and learning is embedded into organisational culture through the use of formal systems.

Watergate using the REFLECT (Recall, Examine, Feelings, Learning, Explore, Create Timescale) process to support staff post-incident.

Watergate is fully committed to the principle of CPD – Continuing Professional Development for its staff at all levels within Watergate.

8. Restraint Reduction Plan

Watergate uses a low arousal approach to behavior and is committed to achieving a minimum of a 0% reduction in the use of restraint across the school..

A failure to comply with this approach will prompt an investigation into the reasons behind it and individual's support will be assessed and relational support plans changed as appropriate, Action will be taken to address any identifiable reasons behind the lack of reduction – this will be produced in the form of an annual restraint reduction action plan.

The Behavior Lead will monitor the use of restraint reduction and will be responsible for ensuring that actions are followed through.

Review Schedule (annual review required):

Date:	Action Required:	Name:	Signature: