



## Restraint and Use of Force Policy

### Policy description:

To ensure Moor Time fulfills its legal duties to provide a safe and secure environment for its staff, young people and visitors, this policy provides guidance on what action can be taken with regard to using restraint to control a person who is acting in an inappropriate manner and threatening the safety of others.

### 1.0 EXECUTIVE SUMMARY

Moor Time has a proactive approach to the management of our young people, staff and visitors with staff aware of the high standards of behaviour required to ensure a safe and supported environment.

Individuals attending, working or visiting Moor Time are expected to treat each other with courtesy and respect, and value the contribution each makes to their experience. In order to ensure individuals are aware of expectations with regard to behaviour and the nature of their interactions with others, Moor Time promotes its expectations via the induction process. There is also a staff handbook available in the office, which outlays expectations of how staff should conduct themselves within the work environment. Individual young people's behaviour support plans, all about me information & behaviour incident reporting files can be found in the office. The incident books must be completed.

### 2.0 CONTEXT

Moor Time has a duty of care under the Health and Safety at Work act 1974 to provide as is reasonably practicable a safe and secure environment.

### 3.0 THE POLICY

#### 3.1 Use of Restraint

Restraint is where a necessary amount of force is used to prevent a person from causing damage / harm to themselves, others or property. Wherever possible, only staff trained in the pre-emptive and responsive positive handling strategy techniques of Team-Teach will use physical intervention techniques with young people, and only when absolutely necessary. Moor Time will use reasonable, proportionate physical restraint as a last resort and for the shortest amount of time possible. At Moor Time we focus on de-escalation, risk and restraint reduction.

Key staff are trained with a 12 hour Team Teach certificate that is valid for 24 months and are able to use their training at the holiday club.

If an individual chose to complain or take legal action against a member of staff in relation to the reasonable use of restraint where it had prevented harm to others, Moor Time would support the member of staff.

Members of staff should also be aware that if force were used against a young person or others, that was not considered necessary and / or reasonable this may be viewed as a disciplinary offense and may result in dismissal. NB it is illegal to use force as a punishment.

#### 3.2 Authorisation to Restrain

All members of staff are authorised to use necessary and reasonable force to prevent or stop a potentially harmful / violent or dangerous act taking place where the well-being of children, young people or others is at risk.

The decision to restrain another individual is to be made by the member of staff and they do so under their own instruction / volition.

There is no expectation for staff to intervene in a harmful/violent or dangerous situation where they feel their own well-being / health would be at risk. However, named staff would lead of this. Restraint should take place where staff feel that intervention is reasonable, necessary, proportional for the shortest amount of time.

#### 3.3 Prevention and Management of Emergency Situations

The first step in the response to emergency situations is prevention. All staff are expected to be vigilant in the monitoring of the behaviour of others and act to prevent a harmful / violent and dangerous situation arising.

#### 3.4 Procedure

In this event of a harmful / violent or dangerous situation, members of staff are advised to:

1. Take ownership of the incident and join with other members of staff in managing the situation. Contact the Moor Time Manager immediately to inform of the situation.
2. Ensure other young people, members of staff or others in the area are moved to safety.

3. Prevent others from entering the area, wherever possible.
4. If the person is about to injure themselves or others and the member of staff feels they can use necessary reasonable force to prevent harm / physical injury, they can decide to intervene and restrain the person.
5. Prepare a written statement detailing the incident. \* Where possible, all contact with the Police should be made by the Moor Time Manager.
6. Inform parents/carers of the situation

The above steps should be applied in the order most appropriate for the situation in hand.

### 3.5 Incidents

Where Restraint May Be Used - The use of force to restrain an individual should only be taken when acting to prevent harm / physical injury to the individual or others. For example, if a young person has struck another person, or is inflicting injury on themselves, the member of staff may restrain them to prevent harm / physical injury or further harm / physical injury occurring. Restraint should only be used where the failure to do so would result in harm or physical injury to others or the individual. For example, if a young person was damaging property but not harming others, the member of staff should follow the guidelines 1-3 given above, including contacting the Moor Time Manager, but not use force to restrain the person as this may put them or the person at risk of harm / physical injury where previously this did not exist.

### 3.6 Types of Restraint

1. Passive physical restraint - by standing between others or blocking their path.  
Turn, gather guide away using caring c's hands.
2. Active physical contact such as:
  - leading a child or young person by the hand
  - ushering them away by placing a hand in the centre of the back
  - in more extreme circumstances, using appropriate restrictive holds which may require specific expertise or training.

Moor Time identifies and supports the appropriate training to staff members. We have several Team Teach trained staff to lead on supporting young people associated with extreme behaviour.

Policy on website/hard copy	Reviewed Annually
Last Review	01/2024
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Trustee Approved Y/N

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Signature

*Pave Elliott*