

RESTRAINT POLICY

June 2024

Date of Approval	Designated Safeguarding Lead	Safeguarding Trustee	Review Date
01/02/2024	Andrew Quartermain, CEO	Jane Fenoulhet	01/01/2025

This policy sets out the values, principles and procedures underpinning Pro Corda's approach to all learners and the associated risks when using legitimate means of restraint, including physical restraint. This policy is an integral part of our overall safeguarding strategy to keeping vulnerable children, adults and staff safe from harm.

The policy ensures that the respective human rights and responsibilities of learners and staff regarding the use of restraints and actions that restrict freedom of movement and action are always upheld.

Pro Corda shall work on the basis that learners have the same rights as anyone else in society, which must be fully respected. We would not seek to restrict their freedoms in any way unless there were clear unacceptable risks to their safety and the safety of others without some form of restraint or restrictions being applied.

The policy is written in line with a variety of legislation including:

- the Human Rights Act 1998
- the Equality Act 2010
- the Children Act 1989
- the Mental Capacity Act 2005
- the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 and current Department of Health and Social Care

The policy should be read in conjunction with other safeguarding policies.

Pro Corda accepts the definition of *restraint* as actions that are intended to curb or restrict another person's freedom of action. We recognise that restraint and restrictions can take many forms however, those that apply to our line of work are the following:

- physical restraint
- forced care
- physical intervention
- material restraints - preventing free movement (ropes, ties etc.)
- seclusion and segregation

The use of restraint and restrictions can happen under many circumstances, which includes situations where the risks to a person's safety are considered too high to be acceptable.

The most common situations, where legitimate restraint may be indicated, include those where there are needs to protect another person or other people from harming or injuring themselves or others physically or psychologically or to protect property and possessions.

Restraint can be reasonable and acceptable in a minority of situations but unreasonable and decidedly abusive and harmful to the person being restrained in many others.

The use of restraint is only acceptable when people's safety is clearly at risk. Restraining interventions must then be appropriate to the situation and must be discontinued once the immediate danger has gone.

Pro Corda considers that physical restraint represents bad practice in education and should be avoided wherever possible. Staff will use physical restraint only as a last resort or in exceptional circumstances.

Any restraint or restriction must be in the best interests of the person. It should be based upon the level of risk present, taking account of the person's size, gender, age and medical conditions. It should be used for the minimum amount of time and with the least amount of intervention.

Staff actions should be directed at preventing the need for any form of restraint. If physical or any other form of restraint is needed it should be undertaken solely with the interests of keeping the person and other people safe.

Any use of restraint must be carefully documented in the learners notes and reviewed, as well as by declaring and documenting the incident to the designated safeguarding manager, Andrew Quartermain, CEO of Pro Corda. Alternative methods of care should be used wherever possible.

The least restrictive form of intervention appropriate to the situation should always be used.

It is accepted that some learners can be challenging at some time or another. Staff are always expected to deal with these events in a calm and professional manner.

Restraint should never be used as an easy option and all staff should be aware of the learner's legal and moral rights to freedom, dignity and autonomy.

Pro Corda shall provide all employees with appropriate guidance, supervision and where possible training in those interventions that are seen to be acceptable and reasonable for the learners.

This policy shall be reviewed annually or in line with changes to legislation, whichever is sooner.