

FIRST BRIDGE CENTRE



POSITIVE HANDLING POLICY

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Positive Handling Policy

Introduction

First Bridge Centre's work is set firmly in framework of Applied Behaviour Analysis and therefore any restrictive physical intervention is only to be considered in emergency situations such as when the individual is likely to cause harm to themselves or others or significant property damage.

All staff at First Bridge Centre abide by the Ethical Guidelines of the Behaviour Analyst Certification Board as well as the UNICEF Rights of the Child.

First Bridge Centre does not condone the use of any intervention that would cause pain or injury to any supported individual, or that is degrading in any way.

Scope

This policy applies to all employees, casual and agency workers, contractors and Consultants. In addition, it applies to all clients receiving therapy in the centre and at home or elsewhere when a First Bridge Centre staff member is present and deems it an Emergency situation.

Only those staff who have been trained to an appropriate level are authorised to use restrictive physical intervention (RPI) and only when criteria are met when those interventions are used in a planned way within an approved Behaviour Intervention Plan. All staff will maintain the safety of themselves and others by using the minimum RPI necessary that is justifiable and proportionate to the circumstances during emergencies.

Restrictive Physical Intervention

Physical intervention refers to the actions by which one person restricts the movements of another; it implies the restriction of a person's movement which is maintained against resistance. It is, therefore, qualitatively different from other forms of physical contact such as manual prompting, physical guidance or simply support which might be used in teaching or therapy (BILD, 2008).

Restrictive Physical Intervention (RPI) are aimed at reactively managing behaviour that challenges, as a last resort. They are not aimed at changing the behaviour itself but at simply managing the associated risk. (BILD, 2014). These can be further categorised out into Planned and Emergency Interventions:

- 'Planned' interventions are those which are agreed procedures in response to anticipated incidents and clearly defined behaviours. These are well documented and consented to as part of a child's individualised Behaviour Intervention Plan (BIP).



- 'Unplanned' or 'emergency' interventions are those which do not form part of any BIP for the supported individual, and occur without previous discussion or preparation. These occur in emergency situations that have not occurred previously.

The Law and Physical Intervention

First Bridge Centre is responsible for the safety and well-being of all staff and clients. As such all staff have a responsibility to work within this and other First Bridge Centre policies.

It is essential that First Bridge Centre staff operate within the law. All staff must be aware of the legal protection afforded to all and the laws which may be infringed by the use of physical interventions. All staff representing First Bridge Centre have a responsibility to act in the best interests of the individuals that they support.

Any employee of First Bridge Centre who is likely to encounter an individual whose distress is displayed as violence or aggression will receive regular training of knowledge, skills and values. This training includes legal aspects, the use of de-escalation and restrictive physical intervention techniques delivered by certified instructors in Professional Crisis Management.

First Bridge Centre fully expect staff to abide by and promote the principles of the following legislation in relation to the use of restrictive physical interventions. All staff need to be acutely aware of their responsibilities in relation to these regulations.

The Human Rights Act 1998; this sets out the important principles regarding the rights and protection of individuals from abuse by organisations, or people working for those organisations.

Mental Capacity Act 2005; this act defines restraint in Section 6 as:

- The use, or threat, of force to secure the doing of an act that the individual resists; or
- The restriction of the individual's liberty whether that individual resists or not

Restraint, or restrictions, on an individual's liberty can be justified under the Mental Capacity Act 2005 provided:

- it is reasonably believed that the individual does lack the capacity in relation to the matter in question; and
- it is in the 'best interests' of the individual for the act to be done; and that
- it is reasonably believed that it is necessary to do the act to prevent harm to that individual
- the act in question is a proportionate response to the seriousness of that harm, or to the likelihood of the individual suffering harm

Offences Against the Person Act 1861; any action that causes harm regardless of the reason is an assault.



Staff Training

Any employee of First Bridge Centre who is likely to encounter an individual whose distress is displayed as continuous aggression, self-injury and/or high magnitude disruption will receive regular training of knowledge, skills and values. This training includes behaviour analytic principles, the use of proactive strategies, de-escalation techniques and restrictive physical intervention techniques delivered by certified instructors in Professional Crisis Management (PCM). All staff are required to attend a recertification course, annually.

Staff shall only use restrictive physical interventions that they have been taught by certified PCM instructors. An up to date register of PCM trained staff and staff authorised to use restrictive physical interventions is held by First Bridge Centre.