

# PHYSICAL INTERVENTION POLICY & PROCEDURE

Document Record	
Title	Physical Intervention Policy and Procedure
Date	March 2025
Purpose	To ensure that staff understand the policy and procedures for physical intervention and appropriate action
Author	Abbie Burns (Corpus Christi Academy Trust)
Date reviewed	March 2025
Reviewed by	Mark Woolley (Headteacher)
Approved by	Governors in March 2025 and signed by Kevin Toms (Chair of Governors)
Date next review due	March 2026

#### Introduction

This policy sets out the framework for physical interventions when managing challenging behaviour at St James' Catholic Primary School. Interventions as such, must only be used in the best interests of the young person, when everything possible has been attempted to ensure the safety of all involved.

All staff operate under a duty of care to make every reasonable effort to protect young people in their care. This included protecting them from any form of physical intervention, including physical control or restraint, which may be deemed unnecessary, inappropriate, excessive or unlawful.

It is our approach, that the holistic positive handling and physical intervention, as set out in CPI Safety Intervention (previously MAPA) is the approved training to be adopted. Staff must attend the full training to undertake physical interventions unless in a one off emergency situation where the risk of doing nothing would outweigh the risk of doing something.

#### **Policy Objectives and accountabilities**

The aim of this policy is to ensure the strategies and practices in place across the school render the use of physical intervention a rare and exceptional practice. It further seeks to ensure best practice in those challenging circumstances where restrictive physical interventions are deployed.

The headteacher of each school is accountable for:

- Building the culture of positive handling and skilling the whole workforce to ensure a safe environment for everyone.
- Ensuring that the management of behaviour is centred on the positive reinforcement of acceptable behaviour and that restraint is never used as a form of punishment.
- Ensuring the management of behaviour and challenging situations in their educational setting. Planned physical intervention and restraint may only be used by those staff they have authorised to do so.
- Ensuring a known, agreed and effective system is in place for allowing a senior member of staff to be summoned either to help with intervention or restraint or to act as a witness and support to both staff and learner.
- Completing and submitting the Physical Intervention Log within 24 hours of the time of the incident.
- Ensuring that a Risk Assessment of Challenging Behaviour and a Positive Handling Plan are completed (Appendix 1 and 2) following an incident of challenging behaviour where restraint has been used.
- Following up communication with parents/guardians and enquiring on the young person's health should injuries incur absence from learning.
- Informing parents of the school's general responsibility to keep children safe, especially with regards to physical intervention and restraint.

#### All staff should:

- Ensure a duty of care for all learners and to be familiar with this policy and the school's behaviour management procedures.
- Ensure that authorised staff are fully cognisant of this policy and undertake appropriate available training through the MAT's approved Safety Intervention trainers.
- Have a clear understanding about when restraint is appropriate and inappropriate and the procedures for summoning help and recording incidents.
- Make personal notes on their recollections of the event, should they be witness to any incident and these should be submitted to the Headteacher immediately after the time of the incident.

#### What is restrictive physical intervention?

Restrictive physical interventions involve the use of force to control a person's behaviour. Examples include: holding the learner by the arm to prevent them running across a busy main road and holding a learner's arms and/or legs to prevent them harming themselves or others. Restrictive physical intervention involves limiting the learner's freedom of movement and continuing to do so against resistance. Within the full range of strategies and interventions to manage challenging behaviour and reduce risk, restrictive physical intervention forms only 5% or less.

#### Creating a Calm and preventative climate

Physical intervention should never be used as a substitute for other strategies and interventions for behaviour management. Other methods of managing the incident must be tried first unless this would be impractical. As a general rule, restrictive physical intervention is allowable only when other strategies (which do not employ force) have been tried and found to be unsuccessful or, in an emergency, when risks of not employing a restrictive physical intervention outweigh the risks of using force. This includes situations where there is a need to defend or protect.

Staff across the school are encouraged to minimise the potential use of force through focusing on:

- Creating a climate which is calm and orderly where caring and supportive relationships within the school community minimise the risk of incidents arising that might require the use of force.
- Whole school behaviour procedures that incorporate clearly understood reward systems, supporting the development of good behaviour and clear and fair sanctions for negative behaviour.
- A programme for preventing and dealing with bullying including sensitive strategies for identifying, communicating and responding to bullying.
- A positive culture and bespoke teaching sessions which underpins positive relationships and develops individual skills in areas such as communication, resolving conflict and assertiveness. This includes programmes for learners addressing how to manage conflict and strong feelings e.g. through nurture group provisions.

- Only using force when the risks involved in doing so are outweighed by the risks involved in not using force.
- Appropriate training on positive handling, de-escalation and restraint so that staff are regularly made aware of the agreed procedures and actions regarding restraint.
- Induction of new and supply staff to include details of the needs of the children and young people at risk and appropriate learning practitioner responses.

#### **Defusing and de-escalating potentially dangerous situations**

Restrictive physical interventions are intrusive, often distressing, and potentially harmful and therefore should always be considered as a 'last resort' response to challenging behaviour, to be employed only after other approaches have been fully explored or proactively as a part of a positive handling plan.

A member of staff who knows the learner well, and has a good relationship, will be less likely to have to resort to physical control or restraint. It should be noted that confrontational behaviour is likely to produce a confrontational response. In any situation where behaviour could potentially become challenging the adult must remain calm. Under no circumstances should physical intervention be used in anger.

Whatever form of intervention is used, the aim should be to calm the situation and help the learner move nearer to a state where she/he can think and respond rationally and be in control of their own behaviour. The use of physical intervention must always be aligned with the ethos of an educational setting and as such the underlying principle should be: "I care enough about you not to let you be out of control".

The following strategies and approaches may be useful when trying to defuse a situation:

- Body position. Keep a confident, supportive body stance. Stand at arm's length outside of the child's personal space for as long as possible. Try to avoid being directly face to face. Be sensitive in your use of eye contact. Keep arms down by your side with palms open.
- Communication. Use a "you talk and I'll listen" approach.
- Appropriate use of voice. Keep your voice calm and controlled. Speak slowly.
   Learners are likely to take their cue from the tone and volume of your voice and respond accordingly.
- Appropriate humour can sometimes be used effectively to avoid the need for physical restraint, being careful to avoid sarcasm.
- State the desired behaviours clearly. Directions or requests to the learner should be communicated confidently and with a clear expectation that they will be complied with.
- Avoid unnecessary power struggles. This is likely to increase anxiety and cause future problems.
- Keep communication open by talking to the learner. Offer choices to enable the learner to extricate him or herself from the situation without losing face. Avoid using questions and long, complex instructions.
- Allow time for the situation to de-escalate.

## Could I ever come across a situation where I might have to use an unplanned physical intervention?

Unplanned or emergency interventions may be necessary when a child or young person behaves in an unexpected way that has not happened before. In such circumstances, members of staff must operate within their duty of care to the child or young person and the response must be proportionate to the circumstances. These will involve staff employing, where necessary, one or a combination of behaviour management strategies in response to an incident which must be reported (See flowchart in Appendix 8). Physical intervention will be utilised when all other strategies have been exhausted or the incident requires a rapid physical response (for example when a child is about to run onto a road and there is immediate danger).

#### Risk assessment of challenging behaviour and positive handling plans

The Risk Assessment of Challenging Behaviour (Appendix 1) must be completed for learners assessed as being at greatest risk of needing restrictive physical intervention. This would then inform the completion of the Positive Handling Plan which must be written and used in any future situation or incident (Appendix 2). The positive handling plan should be reviewed at least half termly. The Plan will be shared and usually agreed with parents/carers. However, any delay in meeting with parents/carers should not delay either the implementation of the plan, or the learner's continuing attendance/presence to learn.

The Positive Handling Plan will list the accepted strategies to be used in response to the learner's behaviour as well as the strategies that may be used beforehand to de-escalate the situation.

#### Reasonable, proportionate and necessary force

The scale and nature of any restrictive physical intervention must be reasonable, proportionate and necessary to both the behaviour of the individual and the nature of the harm they might cause. Staff should use the minimum force necessary for the minimum time to prevent injury and maintain safety, consistent with the appropriate training they have received, and only in exceptional circumstances.

Any restrictive physical intervention should always be designed to achieve outcomes that reflect the best interests of the child or young person whose behaviour is of immediate concern and others affected by the behaviour requiring intervention.

Whether it is reasonable to use force, and the degree of force that could reasonably be employed, can also depend on the age and/or understanding of the learner.

#### The principle of reducing risk of harm

Where there is an incident of challenging behaviour the first aim of any member of staff should be to try and ensure that the child or young person, and anyone else affected by the violence, does not sustain harm. If this is not possible, the secondary aim should be to reduce the level of harm as much as possible. For any physical intervention the judgement must be that the intervention is likely to reduce the risk of harm, not increase it.

Physical intervention and restraint is permissible when there is clearly no alternative approach that might be used in the circumstances, and where the emergency demands immediate intervention. The use of force is likely to be legally defensible when it is required to prevent:

- A learner engaging in some form of self-harming.
- Injury to other young people, staff or service users.
- Significant damage to property.
- A criminal offence being committed.

The assistance of a second adult should be sought, either to help with intervention or restraint or to act as a witness and support to both staff and learner. Each establishment should have a known, agreed and effective system for allowing a senior member of staff to be summoned in such circumstances.

Following an incident, a risk assessment (Appendix 1) should be completed.

#### Post incident support

Serious incidents involving the use of force may result in injuries to staff or learners. Immediate action should be taken to access medical help for any injuries that go beyond first aid. It is also important to ensure that staff and learners are given emotional support following an incident.

Headteachers should ensure that staff and learners affected by an incident have continuing support for as long as necessary in respect of:

- Physical consequences
- Support to deal with any emotional stress or loss of confidence
- Opportunity to analyse, reflect and learn from the incident

Following any incident there should be a process of review which involves both the member of staff and the learner. This review should:

- Use a restorative approach which focuses on finding alternative ways of dealing with any recurrence of behaviour that could lead to force being used.
- Involve giving the learner the opportunity to repair relationships between those involved in the incident as well as developing the social and emotional skills to link feelings to behaviour with the aim of finding alternative ways of dealing with any future situations
- Inform the Positive Handling Plan for the learner

#### Recording and reporting

#### The Member of Staff Directly Involved

- Informs the appropriate senior member of staff, if that person has not already been called to the incident
- Within 24 hours of the incident, completes the 'Physical Intervention Log' in discussion with the Headteacher (Appendix 3)

#### The Headteacher

- Ensures, where necessary, immediate and appropriate medical attention has been provided and if not already documented in the Physical Intervention Log, updating it accordingly
- Ensures the parents/carers of the learner/s concerned have been informed as soon as possible, ideally by telephone with a letter to follow, and the incident is discussed for their views to be documented in the Physical Intervention Log
- Ensures that the learner/s involved have had an opportunity to reflect on the incident and provide his/her/their account of it within the Physical Intervention Log
- Ensures that, where a witness was present at the incident, they record their recollection of the incident. A formal statement may be required later.

#### **Complaints Management**

If parents/carers are concerned about any incident involving the restraint or physical control of their child they are asked to contact the Headteacher. Complaints are generally best managed within the educational setting as the Headteacher/Principal should be well placed to investigate and respond in a timely fashion.

Appendix 1: Risk Assessment of Challenging Behaviour.

Target	Probability	Seriousness	Influencing factors
Indicate the person to whom the challenging behaviour is usually directed, using the following key:  Self - The child/young person him/herself  Staff Member  Visitor - to the school or members of the public when outside the school  Learners -Other children/young people  Property -The physical environment	Record an informed estimate of the likelihood that the behaviour will occur again, ranging from:  HL. Highly likely. Existing evidence leads staff to conclude that the behaviour is more likely than not to occur again  L. Likely. There is a possibility that the behaviour will occur again  U. Unlikely. Although the behaviour has occurred before, the context has changed or can be changed to make it unlikely to happen again	Make a judgement about the seriousness of each predicted behaviour:  A. This would include physical injury requiring medical attention beyond basic first aid; extensive damage to property; significant distress caused to self or others; or lengthy disruption to the normal school routines.  B. This includes physical injury requiring basic first aid within the school; minor damage to property; some distress caused to self or others; or brief disruption to normal school routines.  C. No physical injury or damage to property; minor distress or disruption.	Risk assessment involves an analysis of the "hazards" – the environmental factors which influence the probability of the behaviour causing concern. In a school situation, these "hazards" are likely to include features of the daily timetable, and interaction with other children/young people, and even the skills that adults demonstrate when working with the child/young person.  Record the number relating to each influencing factor. This will enable you to plan your preventative measures more specifically.  1 - Periods of unstructured activity  2 - Transition times  3 - Availability of dangerous equipment  4 - Periods of increased pressure e.g.  a. Home factors (change of home circumstances)  b. School factors (assessment periods, routine changes)  c. Other (please specify)  5 - Spaces which involve close physical proximity  6 - Particular child/young person/adults (please specify)  7 - Other (please specify)

Risk Assessment of Challenging Behav	riour			
Learner Name:				
Year Group:				
Name of School/College:				
Completed By:				
Completed On:				
Proposed Review Date:				
Behaviour (Risk)	Target	Probability	Seriousness	Influencing factors
Verbal aggression: (threatening, swearing)				
Physical aggression: Kicking				
Punching				
Biting/Scratching/Spitting (circle as appropriate)				
Hair pulling				
Intimidation communicated by physical action				
Other (please specify)				

Property destruction						
Running away from immediate environment						
Running off site						
Refusal to move						
Use of equipment as weapon (throwing or hitting)						
Use of weapon						
Other (please specify)						
		•		1		
Preventative Measures			_	ith challeng	ing behaviou	can be taken to reduce ur. Complete the table
			Currently in place (P)	)		
			Currently being actio	ned (A)		
			Felt to be inappropri	ate to the pa	articular risk	s presented (I)
			Р	А		I
Proactive measures						
Eliciting child/young person view in pla	nning and review					
Providing regular feedback and pastora	l support to child/y	oung person				
Involving parent/carer in decision-maki	ng and planning					

Involving outside agencies (e.g. Educational Psychologist, Education Social Welfare, Social Care)	
Establishing an individual plan	
Providing regular supervision to staff working with the child/young person	
Adapting curriculum arrangements to reflect challenge, choice and structure levels which are appropriate to the learner's assessed needs	
Adapting group arrangements to promote positive peer models and minimise inappropriate contact	
Arranging furniture and other equipment to minimise movement and frustration	
Providing frequent rest or change of activity opportunities	
Establishing a positive teaching programme to increase the child/young person's range of appropriate skills	
Providing a range of rewards which the child/young person can earn by demonstrating the skills defined in the teaching programme, and through other appropriate behaviour	
Identifying the message communicated by the child/young person's behaviour	
Agreeing key strategies for handling incidents of challenging behaviour with all staff likely to be in contact with the child/young person, and ensuring that these plans are shared with parents/carers	
Providing staff support at difficult times, such as start of day, changeover between lessons, break times, specific lessons	
Systematically reviewing difficult incidents in order to improve upon practice and learn from experience	
Other proactive measures	

Reactive Strategies to Respond to Early Warning Signs or an Escalating Situation		
Active listening		
Environmental adaptation (removing triggers, changing peer/staffing arrangements)		
Diversion/distraction to a preferred activity (please specify)		
Assistance in the use of an agreed strategy such as a particular communication symbol, or an exit card (please specify)		
Physical intervention (specify the planned technique)		
Other (please specify)		
	1	

#### Key actions

It is expected that any child/young person whose behaviour is challenging will have an individual behaviour management plan or Individual Education Plan. This will already record many of the preventative and reactive strategies designed to reduce the level of risk presented by the child/young person's behaviour. There is no need to repeat these below. Instead, note the date when this plan was initially drawn up, and its proposed view date, and use the space available below to record any additional measures to be employed to reduce risk and the person responsible for implementing changes.

Date of current individual management plan.....

Environment(s) where it is likely to be shown	Seriousness (A, B or C)	Key preventative strategies	Key reactive strategies
		he shown	he shown

Some of the identified behaviours will probably be included as targets for improvement in the IEP and the strategies identified in this document will be copied to the IEP.

CORPUS	CHRISTI We are His body, living an	nd learning as one.		
A DE A OUTING : D.	ositive Handling Pl	an		
Establishment:	ositive Hallulling Fi	idii	Date:	
Name of Learner:		Date of Birth:	Year Group:	
	ons likely to result in Physi		2	
what is the behavio	ur like? When does it occ	ur? where does it occur:	?	
Prevention /De-esca	alation of strategies to be o	used (where possible) bef	fore Physical Intervention	1:
Give Time	Distraction	State alternatives / consequences	Praise partial compliance	Other:
Give Space	Reassure/ Remind	Other staff intervene	Repeat request	
Talk Calmly	Give a count	Instruct other learners	Remove stimulus	
Preferred Handling S	Strategies to be used:			
Friendly Hold S	ingle Elbow Figure o	f Four Double Elbow	Wrap Shiel	d
Walking	Standing	Chairs	Ground	Other:
		1 / 🖂		
Debrief process requ	uired after Physical Interve	ention e.g. Space, talk thr	ough etc.:	

CORPUSCHRISTI		
We are His body, living and	learning as one.	
Signatures		
Child (where appropriate):		
Parent/Guardian:		
Teacher / Tutor:		Review:
SENCO/BECO/Inclusion Manager:		
Headteacher/Principal:		



ACADE		
Appendix 3: Physical Interver	ntion Log	
Establishment:		Date:
Name of Learner:	Date of Birth:	Year Group:
		·
Incident Location:	Start time:	Incident time span (mins)
Report Compiler:		
Name of Staff involved:		
Name/s of Witness/es (staff):		
Name/s of Witness/es (learners):		
REASON FOR INTERVENTION		
		WA
Immediate risk of personal injury to learn	er	Y/N
Other learners at risk of injury		Y/N
Property about to be damaged		Y/N
Staff at risk of injury		Y/N
Learner's behaviour was jeopardising goo	od order and discipline in a	Y/N
manner likely to cause danger		
To prevent / disrupt a criminal act		Y/N
ANTECEDENTS (a description of events lea	ading up to the incident/behav	iour)

ersistent refusal to	follow instruction	s Ve	1 11 41 .		
			rbally Abusive	Pushing	
sruption to lesson,	/activity	Pinching	Hitting	Kicking	
oitting B	iting Head-	-butting	Self-Harming	Other	
OW DID LEARNER I	RESPOND (Describ	e what happene	:d)		

Given time	Given space	Staff changeover/transfer
Distraction	Talked calmly	Praise partial compliance
Given count	Repeat request	Removed stimulus
Planned ignoring	Directed time-out	Learner chose time-out
Appropriate humour	Alternatives/consequence/ch oice	Other: describe
l Did these have any positive	effect	Y/N
CPI Safety Intervention tech	nniques used:	

We are His body, living and learning as one.	
medium	
High	
Total duration of hold in minutes:	
Who held which body part?	
Ground:	
Did student go to ground independently?	Y/N
POST INCIDENT MEASURES	
Medical Intervention/injuries (Appendix 5:Body Map)	
Checked for bruises/injuries	Y/N
Details:	
Injury to child	Y/N
Details:	1714
Details.	
Injury to adult/s	Y/N
Name:	
Detail:	
Name:	
Name:	
Name: Detail: Injury to others	Y/N

CORPUSCHRIS We are	His body, living and learning as one.	
TRUST TRUST		
ANY INJURIES TO STAFF	OUST REPORTED AS USUAL VIA THE SCHOOL S	STEMS ALREADY IN PLACE
RESPONSE OF LEARNER		
Incident discussed with le	arner	Y/N
Incident discussed with p	arent	Y/N
Any views from parent/le	arner:	
STAFF DEBRIEFING		
STAFF DEBRIEFING Staff Name:	By Whom and Date:	Comments/Future Action
	By Whom and Date:	Comments/Future Action
	By Whom and Date:	Comments/Future Action
Staff Name:	By Whom and Date:	Comments/Future Action
Staff Name: Parents Informed by:	Date:	
Staff Name:  Parents Informed by:  Name:	Date:	
Staff Name:  Parents Informed by:  Name:  Education Services Information Name:	Date:	Time:
Staff Name:  Parents Informed by:  Name:  Education Services Information Name:	Date:  Date:  Date:	Time:
Parents Informed by: Name: Education Services Information Name: Headteacher's Monitorin	Date:  Date:  Date:  Date:  g: The Headteacher should monitor all incider	Time: Time:
Parents Informed by: Name: Education Services Information Name: Headteacher's Monitorin Please indicate Was sufficient/appropria	Date:  Date:  Date:  g: The Headteacher should monitor all incider	Time: Time:

Vas physical interwention used proportionate to the event?			
s the leporting complete and comprehensive?			
Comments: (including strategies for improvement of future manag	gement)	•	
Signature:		Date:	

Body Maps should be used to document and illustrate visible signs of physical injuries. At no time should an individual teacher/member of staff be asked to or consider taking photographic evidence of any injuries or marks to a child's person.

Do not remove clothing for the purpose of the examination unless the injury site is freely available because of treatment which should also be recorded on the body map.

When you notice an injury to a child, try to record the following information in respect of each mark identified e.g. red areas, swelling, bruising, cuts, lacerations and wounds, scalds and burns:

- Exact site of injury on the body, e.g. upper outer arm/left cheek
- Size of injury in appropriate centimetres or inches
- Approximate shape of injury, e.g. round/square or straight line
- Colour of injury if more than one colour, say so
- Is the skin broken?
- Is there any swelling at the site of the injury, or elsewhere?
- Is there a scab/any blistering/any bleeding?
- Is the injury clean or is there grit/fluff etc.?
- Is mobility restricted as a result of the injury?
- Does the site of the injury feel hot?
- Does the child feel hot?
- Does the child feel pain?
- Has the child's body shape changed/are they holding themselves differently?

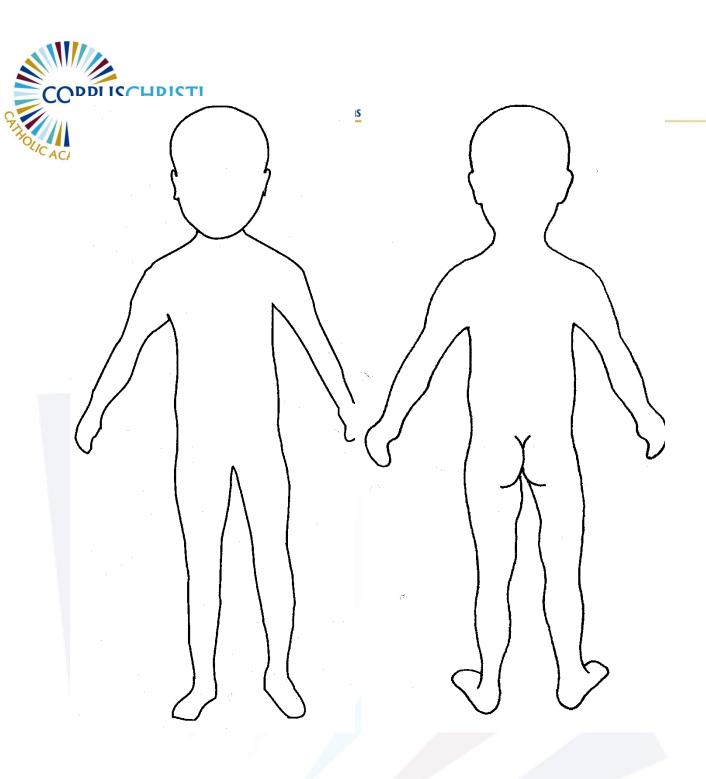
Importantly the date and time of the recording must be stated as well as the name of the person making the record who must also sign the body map. Add any further comments as required.

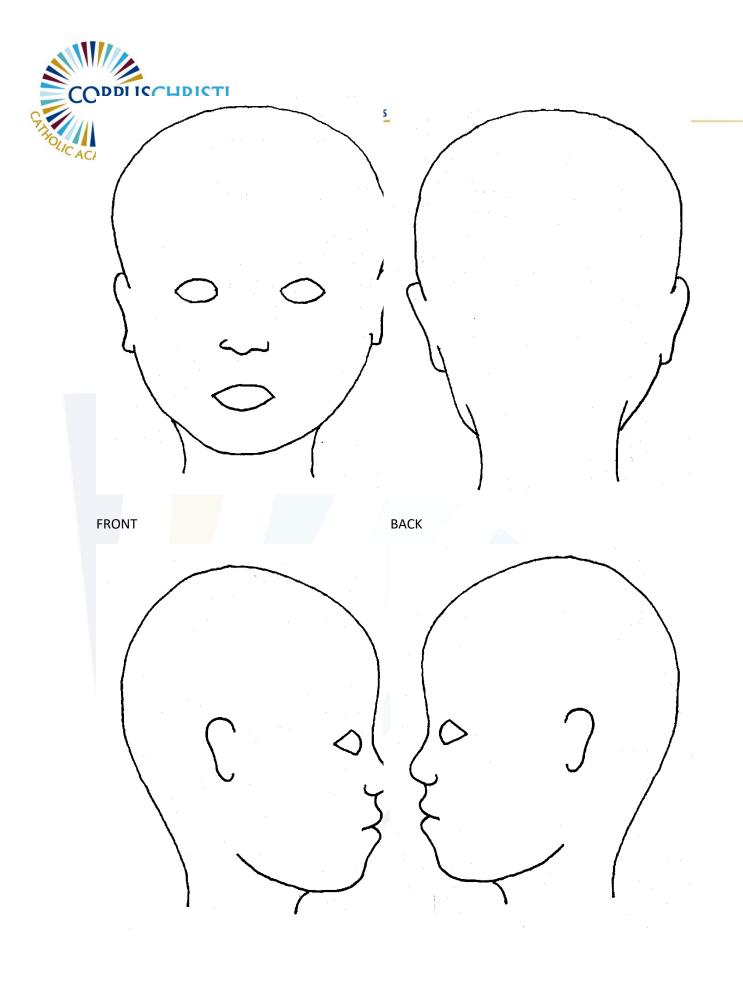
A copy of the body map should always be attached to the Physical Intervention Log and stored in accordance with the same protocols.

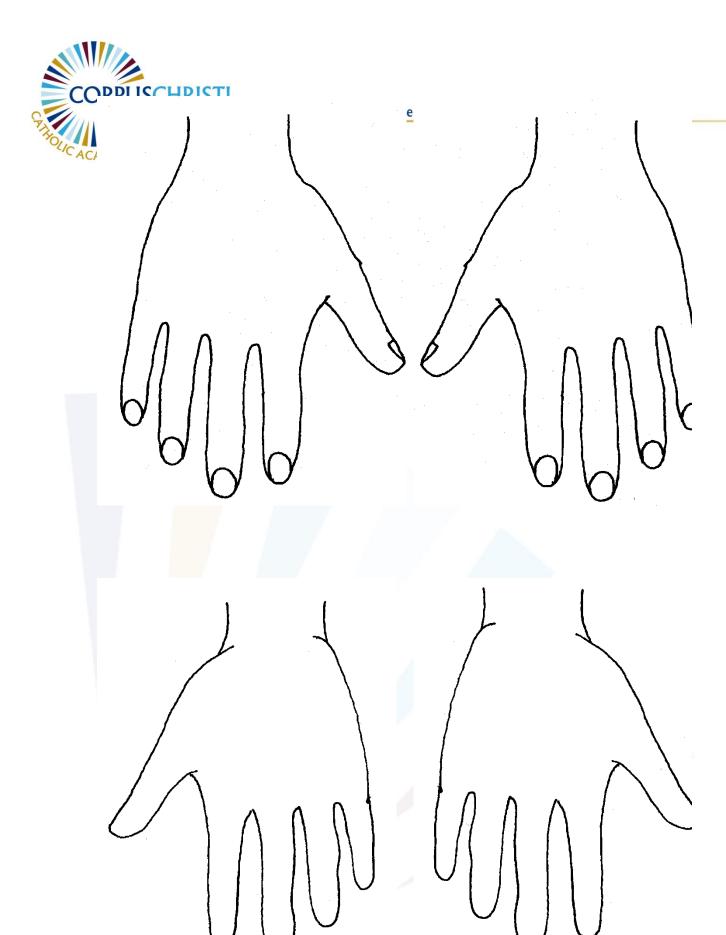
Body Map: (This must be completed at time of observation)

Use a black pen (never a pencil) and do not use correction fluid or any other eraser

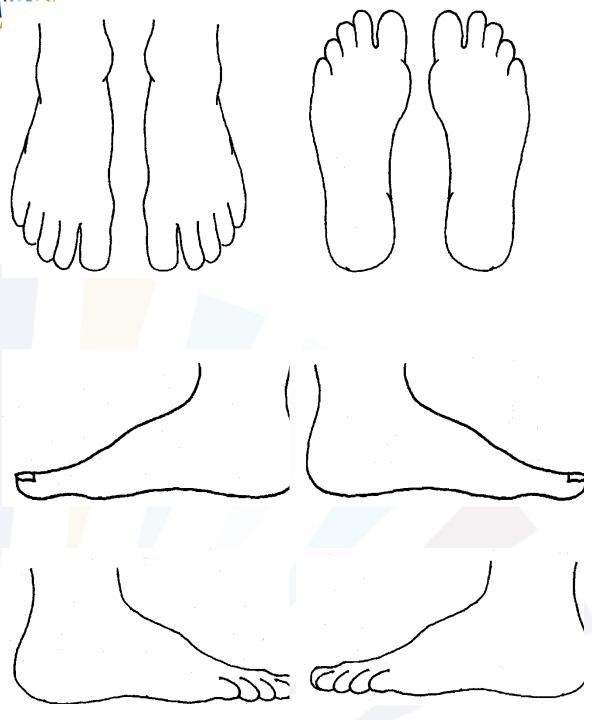
Name of Child:	Date of Birth:
Name of Staff Member:	Staff Signature:
Date and Time of Observation	











Name of Child: Date of observation:



#### Appendix 5: Suggested Model Letter Parents

Dear Parent/Carer,

Today your son's/daughter's behaviour became extremely challenging and as such posed risk to themselves and other children and/or staff. He/she was supported by staff following the Behaviour policy and plans to reduce the risk and to help him/her to de-escalate.

Although we followed the Behaviour Management Policy and tried everything we could to calm and support, it did become necessary during the incident to use CPI Safety Intervention techniques to hold them safely – we tried everything we could to avoid this, but it was decided that it was the best risk reduction option for everyone involved, including your son/daughter.

Your son/daughter has been checked by a member of school staff who has a First Aid qualification and monitored since the incident, but we would ask that you keep the occasional eye on them over the next few hours. Should you have any concerns about your child's health, please seek medical advice.

Should you wish to discuss the incident or how it was managed, please contact the school on xxxxxxxx and I shall be happy to talk with you about it.

Please sign and return the slip below to the school as soon as possible-thank you.

Please be assured that your son's/daughter's health and safety is our highest priority, and we will do all we can to safeguard their welfare whilst managing such behaviour to the best of our ability.

VALIEC	CINCORO	111
TOULS	sincere	IV.

Headteacher		

Behaviour Management and Safety Intervention

I confirm that I have received a letter about my child being held during an incident

Please tick one of the following:

- I wish to come into the school to discuss this further
- I would be happy for someone from school to ring me to discuss this further
- I do not need to speak to anyone from the school and understand why it was necessary to use Safety Intervention principles to manage my son's/daughter's behaviour

Signed	Date
Parent/Carer of	



Name:

### Appendix 6: Restorative Questions

Tell me what happened (describe the incident)  What were you thinking at the time the incident started?  What were you feeling at the time the incident started?  Who else was involved and who was harmed?  What needs to happen now to put things right?  What could we all do next time so that this does not happen again?  Signed:  Staff Member:  Date:  Updated Positive Handling Plan:  Y/N		
What were you feeling at the time the incident started?  Who else was involved and who was harmed?  What needs to happen now to put things right?  What could we all do next time so that this does not happen again?  Signed:  Date:	Tell me what happened (describe the	e incident)
What were you feeling at the time the incident started?  Who else was involved and who was harmed?  What needs to happen now to put things right?  What could we all do next time so that this does not happen again?  Signed:  Date:		
Who else was involved and who was harmed?  What needs to happen now to put things right?  What could we all do next time so that this does not happen again?  Signed:  Staff Member:  Date:	What were you thinking at the time	the incident started?
Who else was involved and who was harmed?  What needs to happen now to put things right?  What could we all do next time so that this does not happen again?  Signed:  Staff Member:  Date:		
Who else was involved and who was harmed?  What needs to happen now to put things right?  What could we all do next time so that this does not happen again?  Signed:  Staff Member:  Date:	What were you feeling at the time th	ne incident started?
What needs to happen now to put things right?  What could we all do next time so that this does not happen again?  Signed:  Staff Member:  Date:		
What needs to happen now to put things right?  What could we all do next time so that this does not happen again?  Signed:  Staff Member:  Date:		
What could we all do next time so that this does not happen again?  Signed:  Staff Member:  Date:	Who else was involved and who was	harmed?
What could we all do next time so that this does not happen again?  Signed:  Staff Member:  Date:		
What could we all do next time so that this does not happen again?  Signed:  Staff Member:  Date:		
What could we all do next time so that this does not happen again?  Signed:  Staff Member:  Date:		
Signed: Staff Member: Date:	What needs to happen now to put the	nings right?
Signed: Staff Member: Date:		
Signed: Staff Member: Date:		
Signed: Staff Member: Date:	What could we all do next time so th	at this does not happen again?
Staff Member:  Date:		
Staff Member:  Date:		
Staff Member:  Date:		
Date:	Signed:	
Date:		
	Staff Member:	
Updated Positive Handling Plan: Y/N	Date:	
Updated Positive Handling Plan: Y/N		
- Language	Updated Positive Handling Plan:	Y/N

Date: