

NUDGE EDUCATION

Nudge Education Physical Intervention Policy

October 2025

Review Date; October 2026

At Nudge Education, our commitment to the safety, dignity, and rights of every young person we support is at the heart of everything we do. This policy outlines how and when physical intervention may be used, making sure it is done safely, lawfully, and only when absolutely necessary.

Why This Policy Matters

Our approach is grounded in prevention. We aim to create environments where positive relationships and de-escalation strategies are the first response—where young people feel seen, heard, and supported. Physical intervention is never our first choice. It is only considered when all other options have been exhausted and there remains a real risk of harm to the child, others, or property, or when it's needed to maintain a safe and respectful learning environment.

This policy is underpinned by UK legislation, Department for Education guidance, and the [Crisis Prevention Institute \(CPI\) Safety Intervention training](#), which all our relevant staff are trained in.

What We Mean by 'Physical Intervention'

Physical intervention refers to the use of positive handling techniques taught through the CPI Safety Intervention programme. These interventions are specifically designed to reduce risk and ensure safety without causing harm or distress. They do not include everyday contact such as guiding a child by the arm, offering first aid, or a comforting gesture when appropriate.

Who This Policy Applies To

Every adult working with children in our care—whether staff, volunteers, or contractors—is expected to uphold this policy in all settings, including at home or in the community.

The Legal and Ethical Foundations of Our Practice

Our approach aligns with the following statutory frameworks:

- **Education and Inspections Act 2006 (Section 93)** – which outlines the lawful use of reasonable force.
- **DfE Guidance on the Use of Reasonable Force (January 2025)** – which provides clear expectations for schools and educational settings.
- **Positive Environments Where Children Can Flourish (2018)** – focusing on environments that nurture and protect children.
- **Children Acts 1989 & 2004** – placing a duty on professionals to safeguard and promote the welfare of children.
- **Equality Act 2010 and Human Rights Act 1998** – ensuring all interventions respect the individual's dignity, diversity, and rights.

How We Use Physical Intervention—If It's Needed

When physical intervention is used, it must be:

- **Reasonable** – it matches the level of risk and is no more forceful than absolutely necessary.
- **Proportionate** – it balances the need for safety with the least restrictive option.
- **Time-limited** – used only as long as required to reduce the immediate risk.
- **Respectful** – preserving the young person's dignity and emotional wellbeing.

All incidents are carefully reviewed and documented. Families are informed promptly, and staff involved receive debriefing and support. We also ensure that any lessons learned inform future practice, care planning, and staff development.

Building Confidence and Skill in Our Staff

All staff working in settings where physical intervention may be required are trained in CPI Safety Intervention. This training is not just about techniques—it fosters understanding of behaviour, trauma, and effective de-escalation. Staff are supported through regular refreshers and reflective supervision to ensure their practice remains safe, ethical, and effective.

Review Process and Oversight

This policy is reviewed **annually**, during August, or sooner if there is:

- A significant incident involving the use of physical intervention.

- Updates to statutory guidance or legislation.
- Feedback from staff, families, or external partners suggesting improvements.

The review will be led by the De-escalation Training Lead in consultation with operational leadership and safeguarding oversight teams, ensuring the policy remains reflective of best practice and current standards.

Complaints and Concerns

We are committed to transparency and accountability. If a child, parent, carer, or staff member is concerned about the use of physical intervention, they are encouraged to raise this through the following channels:

1. **Informal Concern** – speak to the young person’s practitioner, Education Intervention Co-ordinator, or the Designated Safeguarding Lead for the region. Most concerns can be resolved quickly through open dialogue.
2. **Formal Complaint** – submit a written complaint to Nudge Education’s Complaints Officer. This can be done via email or post. A formal response will be provided within 10 working days.
3. **Escalation** – if you are not satisfied with the outcome, you may escalate the complaint to the Nudge Education Senior Leadership Team or external regulatory bodies as appropriate.

Complaints are always taken seriously. Investigations are carried out promptly and sensitively, with the welfare of the child being the primary concern throughout.

RESOURCES

[Nudge Education Physical Restraint Form](#)

Policy Review

Review Date	Name of Person Reviewing The Policy
August 2025	Paula Cooney
October 2025	Brian Mair

