

Wellingtonia Lone Working and Physical Contact with Young People Policy



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Reviewed on	09.03.23
To be reviewed by	09.03.24

Legislative framework and guidance:

Regulation 11: The positive relationships standard.

Regulation 12: The protection of children standard.

Outcome:

- Staff are familiar with the risks presented by lone working and take necessary precautions to keep themselves and the young people in their care safe.
- Staff pay careful attention to their responsibilities detailed in the Physical Contact with young people section and hold this in mind in practice.

Introduction and Definition:

A lone worker is an employee who performs an activity that is carried out in isolation from other workers without close or direct supervision. Wellingtonia is a busy home, however at times staff may find themselves working alone, in the immediate space, with a young person.

Many of the activities at Wellingtonia are undertaken as a group to maintain a family living scenario, however there are many other occasions where staff are required to be on their own with a young person.

Staff must be aware of all the risks and behaviour support techniques which are individual to the young person in their lone care.

Wellingtonia are committed to the highest level of staff scrutiny. All staff will have the relevant safeguarding checks, induction, supervision, training and management oversight. These processes also inform the staff member in regards to safe and appropriate touch.

Due to the variety of situations that will arise at the Wellingtonia, this policy is not totally exhaustive, and must be used as a guideline for good practice.

Guidance on Lone Working:

Team Leaders will dynamically risk assess and plan their shift to assess the individual young persons needs / risks and balance with the staff members experience, relationship and availability.

Individual risk assessments will highlight the young person's risk in regards to allegations and all staff working with the young person share responsibility for familiarising themselves with the contents of the risk assessment.

Staff must ensure the Team Leader knows of their whereabouts and plan for the day if this varies from the expected plan.

Staff must familiarise themselves with the risk assessments in the young person's working files regarding trips out and ensure this is appropriate for the young person on a lone working basis.

If any concerns regarding lone working with a child arise, this must be reported to the Registered Manager.

If the Registered Manager has any reason to consider that a young person:

- Is a risk to lone staff
- Is a risk to an individual member of staff
- Is a risk because that staff member is less competent in a one to one situation

the Team Leader must take immediate steps to review the deployment of staff. The Team Leaders and Registered Manager will consider if further training is needed.

Lone Workers Responsibilities

Lone workers must (the list is not exhaustive):

Take appropriate precautions to look after their health and safety and that of other people affected by lone working.

Carry a radio whilst taking part in onsite activities, if the activity is off site then staff must ensure they have a mobile phone with emergency contact numbers in.

Comply with Wellingtonia's health and safety procedures.

Report all accidents, injuries, incidences in accordance with Wellingtonia policies.

Make sure they have read and understood Wellingtonia's missing from care policy and the procedure to follow in such situations.

Ensure they are aware of each young person's relevant plans and risk assessments.

Be confident in informing Team Leaders if there are other staff members who they feel are not effective lone workers.

Be reflective in regards to their own behaviour and how this may be modified in order to prevent any miscommunications or confusion for the young person.

Adhere to the Child Protection and Safeguarding Policy and ensure they work within the boundaries of other relevant policies.

Physical Contact with Young People (both lone and team working):

Staff Responsibilities:

Staff must always be aware of their own physical touch and be reflective upon whether this is necessary and or appropriate in a situation. Staff must question whether it is appropriate for the young person to touch other visitors. Some young

people at Wellingtonia like to hug and touch different visitors and this may not be in the young persons best interests and may not be appropriate and staff must actively challenge this.

Staff Must:

- Always be aware of the young person's perception of any contact
- Respond appropriately to a young person asking for a cuddle or physical touch-deflection and not rejection may be necessary
- Maintain appropriate levels of contact during games/activities
- Respond appropriately when a young person is displaying aggressive behaviour and requires physical intervention
- Maintain boundaries in regards to other visitors who young people may approach for physical contact.
- Question the physical contact with other visitors and coach the visitor in a sensitive way to protect the young person.
- Consider the young people's risk assessments and relevant plans in regards to safe physical contact.