

Here are some points that you need to consider. You should have included all of these in your reflective activity.

- The situation has escalated and Ryan is in real danger of harming himself. Calling for assistance and deciding with colleagues, in strict accordance with workplace guidelines, the best way to keep Ryan safe is the right thing to do now.
- If you decide to use restraint techniques, your organisation has guidelines on the legal use of these. Restraint is usually only permitted in extreme circumstances and as a last resort. You should always only use the minimum force and time to ensure the safety of everyone involved and the young person should be supported throughout and afterwards.
- Your role places you in a position of power. When you shut Ryan in his room you were abusing this power. This method did not work and only made the situation worse. You were not acting in the best interests of Ryan, the other young people in the care setting, or your colleagues.
- Your actions so far might call into question your suitability to be a social service worker. An investigation by your employer into what happened could result in disciplinary action.
- You need to learn and follow your organisation's policies and procedures on dealing with situations like this. These are designed to keep you and other people safe at work.
- It is your role to intervene in an appropriate and timely manner to support a young person to end an instance of unwanted behaviour, maintaining their dignity and rights while you do this. You have not done this.
- Any intervention should be consistent with behaviour support plans, agreed ways of working and legal and work setting requirements. You should work in a person-centred/child-centred way. This involves knowing and respecting each young person as an individual. You need to learn more about these ways of working.
- You could benefit from applying theories underpinning the understanding of child development and factors that affect it. Ask your employer about training opportunities.
- As this incident happened on Ryan's return from his parents it could indicate something at home has upset him. When Ryan's behaviour first became a concern, it was an opportunity to use active listening and to show him that you want to understand him. It was important to act quickly, before his behaviour escalated.
- You are now doing the right thing but you need to think about whether your actions demonstrate or promote positive behaviour. It is essential to show young people, their families and your colleagues you are trustworthy and reliable. Allowing the situation to escalate might cause the people you work with to doubt your trustworthiness and reliability.

When Ryan first displayed behaviour that could be harmful, the right thing to do would have been to calmly ask him to go somewhere quiet to discuss what had upset him, making sure you had a safe route of escape if required.