

Policy on the use of Physical Intervention and Restraint

Summary of Key Principles

- All teachers have a contractual duty of care to maintain discipline and keep students safe [Section 93 of the Education and Inspections Act 2006]. This duty of care may require them to physically intervene in certain circumstances which are described within the policy and guidance. However, staff must operate within the law.
- All other staff employed by the school have the same duty of care.
- Unpaid volunteers can also be authorised by the Headteacher [for a limited time] to use reasonable force to prevent a pupil from personal injury, committing a criminal offence or prejudicing the maintenance of good order.
- Failure of staff to intervene to protect a student may place staff in breach of their 'duty of care'.
- Staff should not put themselves at risk by physically intervening.
- The discussion of this policy will be a feature of the Staff Induction process.
- The Policy must be reviewed annually with parents and carers reminded of their duty to inform school of situations happening in the home which may impact on the child's behaviour.

Force is generally used in two ways:-

- Passively standing and blocking a students' path or leading a student away by the hand/arm or applying a hand to the centre of the back.
- Restraint, which is used in more extreme situations e.g. during a fight when a member of staff may stand between students and physical intervention is required to separate them.

Objectives:

Physical restraint should only be used in emergency situations during a teaching situation or otherwise.

- To maintain the safety of students and staff [including personal injury to themselves].
- To prevent serious breaches of school discipline.
- To prevent serious damage to property.
- To prevent a criminal offence.

The Principles

1. Compliance with the law.
2. Prevention, Risk Assessment and Management Strategy

3. Disability and Special Needs
4. De-escalation
5. Appropriate use of force
6. Post Incident Management
7. Complaints and Allegations
8. Staff Training
9. Physical Contact in Other Circumstances.
10. Overview and Monitoring

Compliance with the Law

Any use of physical intervention must be compliant with the law i.e. it must be:-

- Reasonable
- Proportionate
- Necessary
- In the best interests of the student

Prevention, Risk Assessment and Management Strategy [including SEN and De-escalation Strategies]

The prevention of violence or aggression is our primary aim. In order to manage situations effectively all staff must ensure that the following procedures are in place:-

- Risk assessments are undertaken and reviewed annually if it is known that a student may pose a particular threat either to themselves or others. Such risk assessments would be the responsibility of the Headteacher, or whoever he/she designates to undertake this role. Any risk assessment must involve consultation and agreement with appropriate agencies [Safeguarding, IDS, LABSS] as well as the parents and carers of vulnerable students. Risk assessments should include situations and triggers
- Risk assessments should be shared with relevant staff with the permission of parents and carers.
- Actions to be taken by a student who recognises that a potential situation is arising.
- All staff must follow the schools Behaviour Policy in order to maintain classroom discipline with emphasis on positive management strategies.
- Staff to use their emotional intelligence in order to recognise and respond to changes within the school environment.
- **De-escalation strategies** should be employed in the event of a student becoming agitated/aggressive these should include:-

1. Try to maintain space between the student and others [staff or other students].
2. If possible remove other students from the situation e.g. send to the hall or reception.
3. Do not shout, talk calmly and quietly.
4. Staff should not 'bar' doorways unless they feel that the student or students would be at greater risk by not doing so. However, staff should also not place themselves at risk of physical harm.

If possible the following member of staff should be sent for:-

- Someone the student names
- One member of SLT or relevant YTL'

Appropriate Use of Force

- Passive physical contact may result from standing in a student's path.
- Active physical contact may be when you place your hand on the small of the students' back or arm. Also, leading a student away by the hand or arm.
- Physical restraint [using appropriate techniques] should only be used in extreme circumstances e.g. when there is a high risk of death or serious injury. A member of staff would be entirely justified in using physical restraint under these circumstances, at all times considering the principle of minimum force.

Post Incident Management

1. Consideration of appropriate medical attention and if necessary sought.
2. Maintenance of safety and order following an incident.
3. Parents/Carers contacted [if appropriate Children's Services if the child may be at further risk or indeed already in the care of the Local Authority].
4. Reports should be written and records kept with relevant agencies informed.
5. Details and outcomes of investigations should be reported to Parents/Carers at a later date.
6. Post-Incident de-brief and if necessary recommended changes to policies and procedures to be acted upon.
7. If necessary the involvement of other external agencies as deemed appropriate following the report.

Complaints and Allegations

All staff, students, parents/carers have the right to make a complaint following an incident of passive or active physical intervention and should seek advice from the schools' Complaints Procedure Policy.

Staff Training

- The school has a duty to inform all relevant staff of the specific issues around individual students following appropriate risk assessments.
- All staff will receive relevant training and easy access to the schools Behaviour Management Policy and Physical Intervention Policy.
- Staff have a duty of care to maintain a calm positive learning environment and attend appropriate training as designated by the Headteacher or his Deputy.
- One member of staff to be trained in the use of physical restraint techniques and for this training to be kept up to date.

Physical Contact in Other Circumstances

All staff should be aware that physical contact of any description may be unwelcome for some students.

Innocent physical contact can sometimes be misconstrued.

Any physical contact is open to increasing questioning as a child gets older.

Overview and Monitoring

This policy will be reviewed annually. There are clear links with the Behaviour and SEN policies

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Policy compiled by: S cotton		Approved by the Governing Body:	
Signed:.....S Cotton..... On behalf of the Leadership Team		Signed:Chair Date:.....	