

Physical Intervention Policy

(Care and Control including the Use of Reasonable Force)

Positive relationships between staff and pupils are the foundation on which good order and discipline are based within Whetley Academy. The purpose of the policy is to clarify the situation for all teaching, support staff, admin staff and lunchtime staff working with children, to inform them what is acceptable in relation to the use of physical intervention to manage challenging behaviour and to prevent any misunderstanding of their intentions. Support Services will have their own policies for care and control of pupils. It is the school's responsibility to ensure that colleagues from Support Services are aware of school policy and practice.

There are situations where it is necessary to physically assist a pupil in the course of their academic work including:

- A teacher assisting a pupil who is doing a difficult manoeuvre in PE.
- An adult administering First Aid.
- A teacher involved in outdoor education who needs to assist a pupil in a strange environment.
- Picking up a small child who has fallen and hurt themselves.
- Praising or comforting a child in distress.

In relation to inappropriate behaviour, we distract, cajole, persuade and negotiate with young people as well as reminding them of rules, privileges, rewards and sanctions.

There may be circumstances however, where verbal de-escalation alone is not enough to deal with the risks that present themselves and physical steps need to be taken.

This policy has been written in accordance with up to date government legislation and guidance.

Every effort will be made to ensure that all staff at Whetley Academy:

- clearly understand this policy and their responsibilities in the context of their duty of care in taking appropriate measures where physical intervention is necessary.
- are provided with appropriate up to date training to deal with incidents safely and effectively.

Aims

- To treat everyone in the school community with respect and dignity.

- To learn and work in a safe and caring environment.
- To protect all members of the school community from harm, violence assault and acts of verbal abuse.
- To prevent serious breaches of school discipline and deal with them effectively if they arise.

Duty of Care

All staff working within the school have a 'Duty of Care' to the children. They act in 'loco parentis' and as such, may face a situation where physical intervention is the only option left available to them, in order to ensure safety. They would be expected to act 'as the responsible parent in the context of the school' and failure to do this, either by taking no action or by using unreasonable force, could leave them in neglect of their duty of care. As endorsed in the school's Behaviour Policy, staff consistently use positive strategies to encourage acceptable behaviour and good order. Every effort will be made to resolve conflicts positively, quickly and without harm to pupils or staff, property, buildings or the environment. Where unacceptable behaviour threatens good order and discipline and provokes intervention, some or all of the following approaches should be taken only when another responsible adult is present to support, observe and call for further assistance from a member of Senior Leadership Team or Inclusion Team. The Nurture team have received up to date 'Team Teach' training and staff can contact them directly if they need assistance with an incident and there is time to do so.

1. Verbal acknowledgement of unacceptable behaviour with request for the pupil to refrain; (this includes negotiation, care and concern)
2. Further verbal reprimand stating:
 - that this is the second request for compliance
 - an explanation of why observed behaviour is unacceptable
 - an explanation of what will happen if the unacceptable behaviour continues
3. Warning of intention to intervene physically and that this will cease when the pupil complies.
4. Physical intervention. Reasonable force being used to prevent a child harming him or herself, others or property.

Definitions of Intervention

- Physical intervention (Positive handling) – the use of any physical handling technique that has the child's compliance e.g. 'shepherding'.
- Restrictive physical intervention (Restraint) – the positive application of force with the intention of overpowering the child. Incidents of restrictive physical intervention are recorded, monitored and evaluated.

When Force may be Used and by whom

It is the policy of the school that only in exceptional circumstances may physical restraint be used by an adult working within the school, and that our policy in this regard be made known to staff, EAB, parents and pupils and that clear contingencies are known to all.

There is no legal definition of 'reasonable force'. It will always depend upon the circumstances of each individual case.

The Principal of Whetley Academy has authorised all Teachers, Support Staff, Admin Staff and Lunchtime Supervisors to use force in accordance with this policy.

THE USE OF ANY DEGREE OF FORCE IS UNLAWFUL IF THE PARTICULAR CIRCUMSTANCES DO NOT WARRANT THE USE OF PHYSICAL FORCE.

The degree of force employed must be in proportion to the circumstances of the incident and must be the minimum needed to achieve the desired result. A member of the staff of a school may use such force as is reasonable in the circumstances to prevent a pupil from doing, or continuing to do any of the following;

- Committing a criminal offence
- Injuring themselves or others
- Causing damage to property
- Compromising the good order or discipline of the school following unsuccessful use of school behaviour policy.

This policy allows for the physical restraint of pupils in disciplinary or dangerous situations. This must not include any form of corporal punishment and should be limited to the minimum force absolutely necessary for the minimum amount of time.

Examples of situations where the guidance could apply;

- When a pupil attacks a member of staff
- When a pupil attacks another pupil
- When a pupil is engaged in, or is on the verge of committing, deliberate damage or vandalism
- When a pupil is causing, or at risk of causing, injury or damage by accident, by rough play, or by misuse of dangerous materials or objects.
- When a pupil at risk absconds from class or tries to leave the school.
- When a pupil persistently refuses to obey an order to leave a classroom
- When a pupil is seriously disrupting a lesson.

Types of Force

When circumstances justify and as a last resort, staff may:-

- Physically interpose between pupils
- Block a pupil's path
- Hold a pupil in a controlled manner
- Use escorting techniques in a controlled manner
- In extreme circumstances, use more restrictive holds.

If possible, the use of restraint needs a second adult present to assist with and/or witness the incident. Staff must be aware of recommendations in 10/98, and not hold pupils in such a way that they may be injured or prevented from breathing. Pupils must not be slapped, kicked or punched, held face down to the ground, have limbs twisted, be pulled by the ears or tripped.

Staff are expected to continue to use all available verbal and non-verbal support and de-escalation strategies, including Restorative Approaches, to

defuse difficult situations. Duty of care expects staff to take responsible action; failure to do so, in certain circumstances could be construed as neglect.

Individual Care and Control Plans

Where a pupil is recognised as likely to behave in ways which may require physical restraint then a Risk Assessment will be completed and an individual Care and Control Plan will be prepared on the action to be taken when it becomes necessary. This plan will be drawn up by the Inclusion Leader and shared with all pertinent staff at the school. The plan will also be made available and discussed with parents/guardians. The Senior Leadership Team will decide whether circumstances are such that the Police should be called and this will be included in individual Care and Control Plans.

Recording and Report of Incidents

If physical force is used on a pupil the Senior Leadership Team must be notified at once. The name of the pupil will then be recorded along with the time, circumstances, witnesses, details of any injury sustained and the pupil's responses. Where very possible the parents will be notified before the pupil gets home and be given the opportunity to discuss the incident.

Monitoring Incidents

Monitoring incidents will help to ensure that staff are following the correct procedures and will alert management to the needs of any pupil(s) whose behaviour may require the use of reasonable force.

Monitoring of incidents will take place on a regular basis by the Senior Leadership Team and the results used to inform planning to meet individual pupil and school needs.

Action after an Incident

The Senior Leadership Team will ensure that each incident is reviewed and investigated further as required. If further action is required in relation to a member of staff or a pupil, this will be pursued through the appropriate procedure:

- Review of Behaviour Programme
- Child Protection Procedure (this may involve investigations by Police and/or Social Services)
- Staff or Pupil Disciplinary Procedure
- School Behaviour Policy
- Exclusions Procedure in the case of violence or assault against a member of staff. The member of staff will be kept informed of any action taken.

In the case of any action concerning a member of staff, he/she will be advised to seek advice from his/her professional association/union.

Complaints and Allegations

In the event of a complaint or allegation against a member of staff, the normal complaints and allegations procedures of the school will be followed. It is possible that a dispute over the use of force by a member of staff could lead to an investigation, either under disciplinary procedures or by the Police and Social Services.

Monitoring and review

This policy will be monitored regularly and reviewed by the Education Advisory Body at least annually or as required.

Date: Jan 2016

Review Date: Jan 2017