

Willerby Carr Lane Primary School



Physical Intervention Policy

Good personal and professional relationships between staff and pupils are vital to ensure good order in our school. It is recognised that the majority of our pupils respond positively to the discipline and control practised by staff. This ensures the well-being and safety of all pupils and staff. It is also acknowledged that in exceptional circumstances, staff may need to take action in situations where the use of reasonable force may be required.

Our staff will view physical intervention or restraint of pupils as a last resort when all other behaviour management strategies have failed or when pupils, staff or property are at risk. If pupils are behaving disruptively or anti-socially, every effort will be made to manage behaviour positively to prevent a deterioration of the situation and to restore a safe, secure environment.

Our staff will understand the importance of listening to and respecting pupils to create an environment that is calm and supportive especially when dealing with pupils who may have emotional and behavioural needs that may increase their aggression.

All our staff will understand the importance of responding to the feelings and well-being of the pupil, as well as to the behaviour itself.

Definitions

No legal definition of reasonable force exists however for the purpose of this policy and the implementation of it:

- physical intervention will involve the minimum degree of force necessary for the shortest period of time to prevent a pupil harming himself, herself, others or property;
- the scale and nature of any physical intervention must be proportionate to both the behaviour of the individual to be controlled, and the nature of the harm they might cause.

a) Physical Contact - Situations in which proper physical contact occurs between staff and pupils, e.g. in the care of pupils with learning disabilities; in games/PE; to comfort pupils.

b) Physical Intervention - This may be used to divert a pupil from a destructive or disruptive action, for example guiding or leading a pupil by the hand, arm or shoulder with little or no force.

c) Physical Control/Restraint - This will involve the use of reasonable force when there is an immediate risk to pupils, staff or property. It is important to note that the use of 'reasonable force' should be seen as a last resort. All such incidents must be recorded and stored in an accessible way.

The level of compliance from the pupil determines whether or not the interaction is an intervention or a control/restraint.

Authorised staff

In this school all Teachers, Teaching Assistants and Lunch Time Staff are authorised to use reasonable force. Only non-teaching staff specifically authorised by the Headteacher to have control or charge of pupils may use reasonable force to manage or control pupils (always remembering that **all** have a 'duty of care' for pupils).

Authorisation is not given to volunteers or parents.

The Headteacher is responsible for making clear to whom such authorisation has been given, in what circumstances and settings they may use force and for what duration of time this authorisation will last. The Headteacher will ensure that those authorised are aware of and understand what the authorisation

entails. Those whom the Headteacher has not authorised will be told what steps to take in the case of an incident where control or restraint is needed, for example to contact an 'authorised' member of staff.

The Headteacher will authorise supply staff, when they are familiar with this school's policy and have been fully briefed.

Training

At least one member of our Leadership Team will attend relevant training on physical intervention and will keep this training updated.

In cases where it is known that a pupil may, on occasions, require physical intervention, we will ensure that appropriate training is provided for relevant staff (both teaching and support staff) by accredited trainers

Types of Incident

Incidents fall into three broad categories:

- a) Where action is necessary in self-defence or because there is an imminent risk of injury.
- b) Where there is a developing risk of injury or significant damage to property.
- c) Where a pupil is behaving in a way that is compromising good order or discipline.

Acceptable measures of physical intervention

The use of any degree of force can only be deemed reasonable if:

- a) It is warranted by the particular circumstances of the incident;
- b) It is delivered in accordance with the seriousness of the incident and the consequences which it is desired to prevent;
- c) It is carried out as the minimum to achieve the desired result;
- d) The age, understanding and gender of the pupil are taken into account;
- e) It is likely to achieve the desired result.

Wherever possible, assistance should be sought from another member of staff before intervening.

The following approaches are regarded as reasonable in appropriate circumstances.

- a) standing between pupils;
- b) blocking a pupil's path;
- c) leading a pupil by the hand or arm;
- d) ushering a pupil away by placing a hand in the centre of the back;
- e) in more extreme circumstances, using appropriate restrictive holds, which may require specific expertise or training

Recording

Where physical intervention has been used to manage a pupil, a record of the incident will need to be kept.

Complaints

The availability and application of a clear policy about reasonable force and early involvement of parents should reduce the likelihood of complaints but may not eliminate them. Any complaints about staff will be dealt with under the School's Complaints Procedure.

Monitoring of incidents

Whenever a member of staff has occasion to use reasonable force, they must report this to the Headteacher and it must always be recorded and documented. Monitoring of incidents will help to ensure that staff are following the correct procedures and will alert the Headteacher to the needs of any pupil(s) whose behaviour may require the use of reasonable force. This process will also address patterns of incidents and help to evaluate trends that may be emerging.

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