



CASTLE ACADEMY

Physical Intervention Policy

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Next Scheduled Review	July 2023

It is the decision of the Principal and the Trust Members / Governing Body that Castle Primary School will adopt the following policy written by Northamptonshire County Council.

It is the policy of the school that the staff are trained in TEAM TEACH techniques and only approved restraint methods should be used.

All incidents where any physical restraint has been used on a pupil is recorded in the Physical Intervention Record book (bound and numbered book) which is kept in the Head teacher's office and is accessed through either the Head Teacher or the Senior Leadership Team

1.0 Introduction

- 1.1 This policy is based on Department for Education guidance, 'The Use of reasonable force - Advice for head teachers, staff and governing bodies - July, and NCC document guidance' for schools on the use of restrictive physical interventions.
- 1.2 The School recognises that there is a need, reflected in common law, to intervene when there is an obvious risk of safety to its pupils, staff and property.
- 1.3 The School is committed to ensuring that all staff and adults with responsibility for children's safety and welfare will deal professionally with all incidents involving aggressive or reckless behaviour, and use physical intervention only as a last resort in line with Department for Education and NCC advice. If used at all, it will be in the context of a respectful, supportive relationship with the pupil, and be reasonable and proportional to the circumstances of the incident. We will always aim to ensure minimal risk of injury to pupils and staff.
- 1.4 This policy applies to all staff that are authorised and unauthorised to use physical intervention.

2.0 Objectives

The key objectives include

- Maintaining the safety of pupils, staff and visitors
- Preventing serious breach of school discipline
- Preventing serious damage to property.

3.0 Minimising the need to use force

- 3.1 Staff will view physical intervention or restraint of pupils as a last resort. If pupils are behaving disruptively or anti-socially, every effort will be made to manage behaviour positively to prevent the need for restrictive physical intervention.
- 3.2 Staff will understand the importance of listening to and respecting children to create an environment that is calm and supportive especially when dealing with pupils.

4.0 Positive Behaviour Management

All physical interventions at this school are conducted within a framework of positive behaviour management. The school behaviour policy is intended to reward effort and application, and encourage pupils to take responsibility for improving their own behaviour. Part of our preventative approach to risk reduction involves looking for early warning signs, learning and communicating any factors which may influence behaviour and taking steps to divert behaviours leading towards foreseeable risk. Pupils are encouraged to participate in the development of their own Positive Handling Plans by focusing on positive alternatives and choices. Parents/Carers are also encouraged to contribute. However, if problems arise, staff have an additional responsibility to support all pupils when they are under pressure and safely manage crises if, and when, they occur.

5.0 Alternatives to Physical Controls

5.1 A member of staff who chooses not to make a physical intervention can still take effective action to reduce risk. They can:

- Show care and concern by acknowledging unacceptable behaviour and requesting alternatives using negotiation and reason.
- Give clear directions to the pupils to stop.
- Remind them about rules and likely outcomes.
- Remove an audience or take vulnerable pupils to a safer place.
- Make the environment safer by moving furniture and removing objects which could be used as weapons.
- Use positive touch to guide or escort pupils to somewhere less pressured.
- Ensure that colleagues know what is happening and get help.

6.0 Who can use reasonable force?

6.1 We recognise that most of the time physical intervention will be used infrequently, that is, as a last resort to maintaining a safe environment. 'Reasonable force' may include guiding a pupil to safety by the arm through to more extreme circumstance such as breaking up a fight. However it should be using no more force than is needed.

6.2 All members of school staff have a legal power to use reasonable force.

6.3 The power applies to any member of staff at the school. It can also apply to people whom the Head Teacher has temporarily put in charge of pupils such as unpaid volunteers or parents accompanying students on a school organised visit.

6.4 Best practice will be monitored. Frequent sessions to practise the use of techniques, as well as to disseminate any revised information (including updated Department for Education and/or NCC policies) will be included as part of the school's normal schedule of staff meetings.

6.5 These meetings will be open to all staff.

6.6 This policy will next be reviewed and updated in July 2023.

7.0 Deciding whether to use restrictive physical intervention

7.1 The best practice regarding physical intervention outlined is considered alongside other relevant policies in the school, specifically those policies involving behaviour, bullying and health and safety.

7.2 In the following situations staff must judge whether or not physical intervention would be reasonable or appropriate:

- risk to the safety of staff, pupils, or visitors
- where there is a risk of serious of damage to property
- where a pupil's behaviour is seriously prejudicial to good order and discipline or
- where a pupil is committing a criminal offence

7.3 Any restrictive physical intervention is used as a last resort. Every effort will be made to manage behaviour positively to prevent deterioration of the situation.

8.0 Using restrictive physical interventions

8.1 The restrictive physical interventions authorised by the school are those techniques that staff have received appropriate training and professional development.

9.0 Reporting and Monitoring Incidents

9.1 Reporting and monitoring is of paramount importance for a number of reasons:

- Can relate the physical intervention to the PHP and make appropriate changes, if necessary.
- Protection for staff and pupils
- Keeps a record of incidents, so times/areas that most incidents occur can be tracked.
- Can evaluate the effectiveness of physical intervention.

9.2 All recording of physical interventions is kept in a bound incident book with numbered pages.

10.0 Debriefing Arrangements

10.1 The pupil and the member of staff will be checked for any sign of injury after an incident. First aid will be administered to anyone who requires it.

10.2 The pupil will be given time to become calm whilst staff continue to supervise her/him. When the pupil regains complete composure, a senior member of staff (or her/his nominee) will discuss the incident with the pupil and try to ascertain the reason for its occurrence. The pupil will be given an opportunity to explain things from her/his point of

view. All necessary steps will be taken to re-establish the relationship between the pupil and the member(s) of staff involved in the incident.

10.3 In cases where it is not possible to speak to the pupil on the same day as the incident occurred, the debriefing will take place as soon as possible after the pupil returns to school.

10.4 All members of staff involved will be allowed a period to debrief and recover from the incident. This may involve access to external support. A senior member of staff (or her/his nominee) will provide support to the member of staff involved.

11.0 Arrangements for Informing Parents/Carers

11.1 Parents/Carers will be informed of the school's policy regarding physical intervention in the following ways:

- At the outset of the introduction of this policy, all parents/carers will be sent a letter outlining its introduction with information about obtaining a copy for their own information.
- Thereafter, a section about the school's legal obligations to maintain a safe environment and the possible use of physical intervention (as a very last resort) with pupils will be included in the school brochure.
- A Positive Handling Plan will be discussed and developed with parents/carers in advance on an individual basis. All interventions will be routinely recorded and available to parents/carers.
- Parents/Carers will be informed after an incident where physical intervention is used with a child.

12.0 Complaints

12.1 If a parent/carer or child is concerned about any aspect of the management of an incident requiring physical intervention, he/she should inform the Principal of their concern.

13.0 Training and Authorisation of Staff

13.1 All staff who have satisfactorily completed Team Teach training are authorised to use physical intervention techniques. Once staff have received their full training, refresher training will take place 2 years following initial training.