



DIOCESE OF SOUTHWELL
& NOTTINGHAM

MULTI ACADEMY TRUST

**PHYSICAL INTERVENTION
POLICY**

Physical Intervention Policy

(Use of Reasonable Force)

Objectives

At Worksop Priory C of E Primary Academy we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential.

We take the safety of our pupils and staff very seriously. We believe that all pupils and staff have the right to be and feel safe whilst at school or on a school-run activity.

This policy should be read in conjunction with our Behaviour Policy and the Child Protection and Safeguarding Policy.

Policy Development

This policy was formulated in consultation with the whole school community with input from members of staff, governors, parents/carers, children and young people.

Minimising the Need to Use Reasonable Force

We are firmly committed to creating a calm and safe environment which minimises the risk of incidents that might require the use of reasonable force.

We will only use force as a last resort and strongly believe in de-escalating incidents as they arise in order to prevent them from reaching a crisis point. Staff are skilled in promoting and rewarding positive behaviour and in utilising various appropriate techniques for the management of children both inside and outside the classroom.

Staff will only use reasonable force when the risks involved in doing so are outweighed by the risks involved by not doing so, and **as a last resort**.

Staff Authorised to Use Reasonable Force

Under Section 93 of the Education and Inspection Act (2006) the Head Teacher is empowered to authorise those members of staff who are able to use reasonable force.

Here at Priory the following members of staff are authorised to use reasonable force:

- Teachers and any member of staff who has control or charge of pupils in a given lesson or circumstance have permanent authorisation.
- Other members of staff such as site management and administrative teams also have the power to use reasonable force if a circumstance should arise in which immediate action should be taken.

Deciding Whether to Use Reasonable Force

Under English law, members of staff are empowered to use reasonable force to prevent a pupil from or stop them continuing:

☒ committing any offence;

☒ causing personal injury to, or damage to the property of, any person (including the pupil her/himself); or,

☒ prejudicing the maintenance of good order and discipline at the school or among any pupils receiving education at the school, whether during a teaching session or otherwise.

All members of staff will make decisions about when, how and why to use reasonable force. To help staff in making decisions about using reasonable force the following considerations may be useful:

- whether the consequences of not intervening would have seriously endangered the wellbeing of a person;
- the safety of the staff member involved

- whether the consequences of not intervening would have caused serious and significant damage to property;
- whether the chance of achieving the desired outcome in a nonphysical way was low;
- the age, size, gender, developmental maturity of the persons involved.

Staff are also expected to remember that physical intervention is only one option and for behaviours involving extreme levels of risk it may be more appropriate to gain support from other agencies, including the police.

Staff will be kept informed and have a duty to inform others about the plans around specific pupils who can present risks to themselves and others. This may include information about SEN, personal circumstance and temporary upset.

Using Reasonable Force

When using force members of staff should only use the minimum amount of force needed to achieve the required outcome.

Staff should, where possible, avoid any type of intervention that is likely to injure a pupil, unless in the most extreme of circumstance where there was no viable alternative. Also staff should avoid using force unless or until another member of staff is present to support, observe or call for assistance.

Staff training

Staff at Priory who are identified as needing specific training in this area will access Physical Intervention and CRB (Controlling Risky Behaviours) training.

These courses provide participants with an insight into recent legislation and guidance that could impact on policy and practice, as well as a range of physical and non-physical strategies to help manage the risks posed by children and young people's behaviour.

Staff who receive this training will be accredited to use the physical elements of CRB® for a defined period as stated on their certificate. Staff will be expected to attend a refresher course to update their skills and renew their certification every 12-15 months.

Recording and Reporting Incidents

The governing body will ensure that a procedure is in place, and is followed by staff, for recording and reporting significant incidents where a member of staff has used force on a pupil. The record must be made as soon as practicable after the incident.

While ultimately only a court of law could decide what is 'significant' in a particular case, in deciding whether or not an incident must be reported, staff should take into account:

- ☑ an incident where unreasonable use of force is used on a pupil would always be a significant incident;
- ☑ any incident where substantial force has been used (e.g. physically pushing a pupil out of a room) would be significant;
- ☑ the use of a restraint technique is significant;
- ☑ an incident where a child was very distressed (though clearly not over reacting) would be significant.

In determining whether incidents are significant, schools should consider:

- ☒ the pupil's behaviour and the level of risk presented at the time;
 - ☒ the degree of force used and whether it was proportionate in relation to the behaviour;
 - ☒ the effect on the pupil or member of staff.
- ☒ Staff should also bear in mind the age of the child, any special education need or disability or other social factors which might be relevant.

Sometimes an incident might not be considered significant in itself, but forms part of a pattern of repeated behaviour. In this case, although there is no legal requirement to record such incidents, schools are advised to let parents know about them.

Records are important in providing evidence of defensible decision-making in case of a subsequent complaint or investigation. Staff may find it helpful to seek the advice of a senior colleague or a representative of their trade union when compiling a report.

Worksop Priory C of E Primary Academy will use the Nottinghamshire County Council electronic health and safety recording system 'WellWorker'. This system enables members of staff to report, using a standardised format, any significant incident where force has been used, or any incident where violence to staff has occurred or been threatened. Staff can access well worker via the school office.

Post-incident support

Following the use of physical intervention staff and pupils will be supported, the immediate physical needs of all parties will be met and staff will ensure that positive relationships are maintained.

Complaints and allegations

We will also make clear to pupils that they have a right to question/complain about the use of reasonable force.

We will ensure that mechanisms are in place for pupils, parents, carers and staff to voice the opinions, comments or concerns.

Complaints and allegations will be taken seriously in line with the Complaints Policy.

Monitoring and review

This policy will be monitored regularly and reviewed by the governing body at least annually or as required. This policy and is due to be reviewed in January 2020.

Signed by P Abbott :

Date:

Review Date January 2020