

Christ Church CoE Primary School

School Policy Document



Physical Intervention POLICY

Date Written by HT	April 2021
Date Approved by Full Governing Body	Summer 2021
<i>Signature of Chair of Governors</i>	
Date of Next Review	Summer 2023

Christ Church CoE Primary School



Physical Intervention Policy

This policy was formulated to meet the requirements of the Equality Act 2010.

The Governing Body recognises its legal responsibilities under the Equality Act 2010. This policy will ensure equality and fairness regardless of race, sex (gender), sexual orientation, religion or belief, gender re-assignment, pregnancy and maternity, marriage and civil partnership, disability or age.

Learning & Growing Together in FAITH, HOPE & LOVE.

Objectives

At Christ Church CoE Primary School we aim to provide a safe, caring and friendly environment for all our pupils to allow them learn effectively, improve their life chances and to 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-organised activity.

This policy should be read in conjunction with our Behaviour Policy as well as our Safeguarding & Child Protection Policies / procedures.

Policy Development

This policy is also written in line with Nottinghamshire County Council's policy and procedures. This includes their guidance entitled '*Keeping Classrooms Safe for Learning and Teaching*'.

Minimising the Need to Use Reasonable Force

As a school community, we are firmly committed to creating a calm and safe environment which minimises the risk of incidents arising that might require the use of reasonable force.

We use our PSHE curriculum (including reference to 'Social and Emotional Aspects of Learning') to explore and strengthen children's emotional responses to situations.

We also run 1:1 / small group 'nurture' sessions and use a nurture space to support children with specific social, emotional or behavioural needs.

School staff are skilled in promoting and rewarding positive behaviour and will utilise various appropriate techniques in the management of a class and wider school environment.

We will only use force as a **last resort** and strongly believe in de-escalating any incidents as they arise to prevent them from reaching a crisis point.

Staff will only use reasonable force when the risks involved in doing so are outweighed by the risks involved by not using force.

Staff Authorised to Use Reasonable Force

The Head Teacher is empowered to authorise those members of staff who are enabled to use reasonable force when no other option is available.

Staff who have been given authorisation by the headteacher have all received relevant training from NCC and are competent to use the safe methods recommended under their 'Coping with Risky Behaviours' programme (CRB).

Other members of staff (including site management and admin) also have the power to use reasonable force if a circumstance should arise in which **immediate action** should be taken to ensure pupil safety and no trained member of staff is available (e.g. a child running into the path of a car).

Deciding Whether to Use Reasonable Force

Under current law, members of staff are empowered to use reasonable force to prevent a pupil from:

- committing any offence
- causing personal injury to, or damage to the property of any person (including the pupil)
- 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
- 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 non-physical way was low
- the age, size, gender, developmental maturity of the persons involved

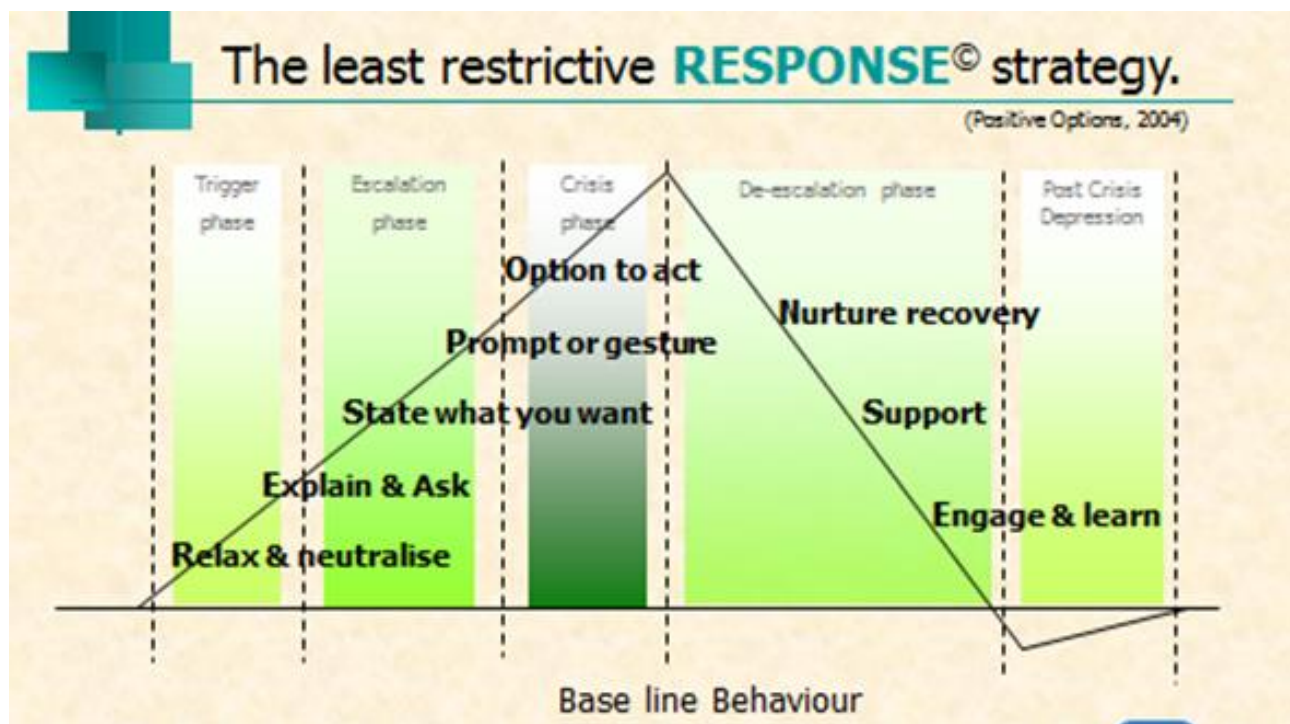
Staff are expected to remember that physical intervention is only one option and for behaviours involving extreme levels of risk it may be more appropriate to gain support from other agencies, including the police.

Staff will be kept informed about the plans around specific individual pupils who can present risks to themselves and others. This may include information about SEND, personal circumstance and temporary emotional upset. Children who are considered to be a high-risk (and therefore are likely to require physical intervention) will have a written risk assessment and action plan which is shared with staff and regularly reviewed.

Using Reasonable Force

When using force members of staff should only use the **minimum amount of force** required in achieving the required outcome.

Staff will only use force within the context of existing good practice in non-physical skills and techniques, such as in the RESPONSE[®] Strategy:



Staff will, where possible, avoid any type of intervention that is likely to injure a pupil, unless – for example, in the most extreme of circumstance - there is no viable alternative.

Staff will try to avoid using force unless or until another member of staff is present to support, observe or call for assistance.

Staff training

Nottinghamshire County Council has developed a training programme designed to help staff in schools and associated services manage the risks associated with the challenging behaviours of children and young people.

The County Council recognises that, at times, the behaviour presented by some children can be challenging to the professionalism of teaching, non-teaching and support staff. School staff can be faced with difficult and sensitive situations which, if handled well, can be a positive reinforcement of good behaviour and build trust and respect.

The County Council's commitment to head teachers and staff is clear. NCC will:

- work to provide the safest environments possible
- support and enable school staff to reduce risk, violence and aggression

- provide schools with training, guidance and advice to keep staff and pupils safe

Nottinghamshire County Council recommends that the CRB (*'Coping with Risky Behaviours'*) approach is used by all schools to ensure consistency through primary, secondary and special schools and also ensures continuity of support for children and young people.

Like other forms of professional development, NCC recognises that decisions about training in physical intervention are best made by individual schools in the light of their particular needs and circumstances. This is regularly reviewed at Christ Church to ensure that appropriate staff have relevant training, especially as we recognise that all staff have a responsibility for pupil behaviour.

Key staff have had access to Physical Intervention and CRB training through the County Council co-ordinator, who delivers nationally accredited courses.

NCC CRB Training includes ways of avoiding or defusing situations in which physical intervention might become necessary, as well as practical advice and guidance on the use of physical intervention. This is particularly important for staff who work closely with pupils with SEN and/or disabilities associated with extreme behaviour.

These courses also provide participants with an insight into current 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's behaviour.

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 reasonable force on a pupil, in line with the most recent Safeguarding requirements issued to Governors and the latest advice given to OFSTED inspectors.

The written record must be made as soon as practicable after the incident by the headteacher, after detailed discussions with any staff involved in an incident, either directly or as a witness.

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.

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 will 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 would be significant

The school recognises that 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.

Christ Church CoE Primary School uses the Nottinghamshire County Council electronic health and safety recording system 'Well-Worker'. 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.

Post-incident support

Following the use of physical intervention / reasonable force, staff and pupils will be supported by senior leaders at the school. This includes ensuring that the immediate physical needs of all parties will be met and that positive relationships are restored quickly and then maintained.

Staff involved in an incident will have the opportunity to reflect on an incident and de-brief with a member of the Senior Leadership Team. Staff will be able to request time away from their duties in order to collate their thoughts and feelings, and where possible alternative arrangements will be made to cover their duties immediately after a significant incident.

Complaints and allegations

We strive to provide a good education for all our children. The Head Teacher and staff work very hard to build positive relationships with all parents and carers.

However, the school is obliged to have procedures in place in case there are complaints by parents or guardians. These are outlined in our School Complaints Policy.

We will also make clear to pupils that they have a right, and are able, 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.

This includes:

- embedded 'Open Door' Policy – being able to talk to staff and the Headteacher
- School Council
- Questionnaires / Pupil Interviews
- Talking to Governors

All complaints and allegations will be taken seriously and will be investigated following the process detailed in our Complaints Policy.

Monitoring & Review

This policy will be monitored regularly and reviewed by the Governing Body every two years, or sooner if there is a change to the school context or if national or local policy and guidance changes. The Head Teacher is responsible for the implementation of this policy.