

RAMSEY MANOR LOWER SCHOOL
PHYSICAL INTERVENTION POLICY

Ramsey Manor Lower School is committed to safeguarding children and providing a safe, secure and healthy environment for them.

Ramsey Manor Lower School is a Values Education School. Our Values underpin everything we do.

STATUS: STRONGLY RECOMMENDED

DATE ADOPTED:

Policy agreed by staff: RS date: Dec 2016

Policy agreed by Governors: JS date: Dec 2016

Date of next review: Dec 2019

RATIONALE AND PURPOSES

At Ramsey Manor we aim to provide a safe and calm environment for pupils and staff to learn and work in. This is usually achieved through our Values Education, PSHE (Personal, Social, Health Education) and Behaviour Policy. However, on occasion, a pupil may lose control and need someone else to supply it. They need to know that we are able to control them safely and confidently.

All staff need to be safe and confident in how they manage inappropriate behaviour. They have to be clear about the options open to them when all the normal behaviour systems have failed or when there is an emergency in which a child may pose a danger to him/herself, others or property. In these circumstances they need to be free of undue worries about the risk of legal action against them if they use appropriate physical interventions.

Parents need to know that their child and those who are teaching him or her are safe, and free from disruptive influences or danger. They also need to know that they will be properly informed if their child is the subject of physical intervention and the rationale for its use.

Physical intervention is our last resort after all other approaches have been tried in situations of clear danger and extreme emergencies. We use only the minimum force required to solve a situation safely. How we respond to a situation depends upon the circumstances and to the age and understanding of the child.

Where there is a foreseeable risk that a pupil could behave in a way that may require physical intervention then we undertake a risk assessment to balance the risk to the pupil and to others. These risk assessments are shared with parents and all staff coming into contact with the child. Planning is also undertaken to see if trigger situations can be avoided and other positive strategies employed to lessen the likelihood of such incidents occurring.

GUIDELINES AND RESPONSIBILITIES

1. Who may use physical intervention and when

Under the Education and Inspection Act 2006 the law allows 'teachers and other persons who are authorised by the Head teacher to have control or charge of pupils to use such force as is reasonable in all circumstances to prevent a pupil from doing, or continuing to do, any of the following:

- Committing a criminal offence (including behaving in a way that would be a criminal offence if the pupil were not under the age of criminal responsibility);
- Injuring themselves or others;
- Causing damage to property (including the pupils own property);
- Engaging in any behaviour prejudicial to maintaining good order and discipline at the school or among any of its pupils, whether that behaviour occurs in a classroom during a teaching session or elsewhere' (Education and Inspections Act 2006 Section 93)

A list of staff who are authorised by the headteacher to have control of pupils is displayed in the office, together with the date of their training. . Staff may include:

- Higher Level Teaching Assistants
- Nursery Nurses
- Teaching Assistants
- Midday Supervisory Assistants
- Administration Staff

School staff are also, like anyone else, allowed to use reasonable and proportionate force (the minimum necessary) to keep themselves, pupils and colleagues safe.

Staff are not expected to put themselves in danger and removing pupils and themselves from danger is the proper thing to do. We recognise the integrity of our staff and value their efforts to manage situations that are difficult and in which they exercise duty of care for their pupils. However we do not expect them to go beyond what is reasonable in carrying out that duty.

2. Acceptable Physical Interventions

Reasonable force is not defined legally in isolation. It must be justified as appropriate by the circumstances. We only use the minimum force needed to restore safety or appropriate behaviour; and we take into account the age, understanding, gender, medical or special need of the child.

Acceptable forms of physical intervention in this school include.

- Leading or guiding a pupil by the hand or arm, or shepherding them with a hand at the centre of the back;
- Holding a pupil who has lost control until they are safe and calm;
- Physically moving between or separating two pupils;
- Blocking a pupil's path (when it is deemed unsafe to let them go);
- Use of reasonable force to remove a weapon or dangerous object from a pupil's grasp;
- Where there is immediate risk of injury, any necessary action that is consistent with the concept of 'reasonable force' – for example to prevent a pupil from running into a busy road or hitting or hurting someone;
- Using more restrictive holds in extreme circumstances.

It is also acceptable for doors to have double or high locks to ensure pupil safety, or for external doors to be locked for security purposes, if a staff member is always with pupils in such circumstances.

It is unacceptable and likely to be illegal or grounds for disciplinary action for staff to use any physical intervention designed to cause pain or injury including:

- Any form of corporal punishment, slapping, punching or kicking;
- Holding by the neck or collar, or otherwise restricting the ability to breathe;
- Holding by the hair or ear;
- Twisting or forcing limbs against a joint;
- Tripping up a pupil or holding an arm out at neck or head height to stop them;
- Holding a pupil face down on the ground or sitting on them;
- Shutting or locking a pupil in a room, except in extreme circumstances whilst summoning support.

Staff should also avoid touching or holding a pupil in a way that might be considered indecent.

Physical interventions are not in general used to achieve a search of clothing or property. However, section 45 of the Violent Crime Reduction Act 2006 gives Headteachers and authorised staff the power to search pupils when they have reasonable grounds for suspecting they are carrying a weapon.

3. Using Physical Intervention

Except in cases where there is immediate danger we would always try other ways of resolving or de-escalating a situation. These could include:

- Calmly restating the rules and expectations of the situation;
- Removing other pupils from the situation and thus removing the danger of them being an audience;
- Use of physical proximity, but not in a threatening way;
- Encouraging the pupil to withdraw to a safer and calmer situation;
- Calling another adult for support or to take over.

If more than a minor physical intervention is judged to be necessary the teacher or adult in charge should:

- Send for the assistance of another adult (for support or to take over, and as a witness);
- Remove other pupils from the scene if possible;
- Continue to talk calmly to the pupil explaining what will happen, and under what circumstances the physical intervention will cease (but not in a threatening way);
- Use the minimum force necessary and cease the intervention as soon as it is judged to be safe;
- Not act punitively in any way verbally or physically.

Following a **significant incident of physical intervention**, when a pupil has resisted or challenged and force has been used, the teacher or adult responsible should as soon as possible inform a member of the Senior Leadership Team. We acknowledge that such events are stressful for both pupils and staff and that both parties will need time to recover, with a chance for debriefing and resolving the situation. A full written account of the incident will be made by the member of staff concerned and recorded on a positive handling form. Forms are held by the SENDCo and when completed passed on to the Headteacher.

The report will contain:

- Name(s) of pupil(s) concerned, when and where the incident occurred;
- Names of staff and pupils who witnessed;
- The reason for why the force was needed;
- How the incident began and progressed, who said what, who did what;
- What was done to calm the incident down;
- What degree of force was used, what kind of hold, where and for how long;
- The pupil's response and outcome of the incident;
- Details of any injury to person or damage to property.

It must be signed and dated by the member of staff and countersigned by a member of the Senior Leadership Team, who will:

- Discuss the incident with the pupil as soon as possible;
- Interview the staff involved and any other witnesses;
- Inform the pupil's parents/carers;
- Record any disagreements expressed by the pupil or adults about the event;
- Take any appropriate further action, liaising with the LA, governors, or unions as appropriate, and acting within Child Protection Procedures.

We formally report any incident where injury has been sustained by a pupil or member of staff to the LA & RIDDOR as appropriate.

4. Planning for Physical Intervention

Where we think a pupil may require physical restraint we plan in advance and know who will do what. This planning includes helping pupils to avoid provoking situations, helping them find success and minimise frustration, and developing our own skills. It also helps staff to diffuse a situation before it can escalate. The plan will include:

- Involving the parents and pupil to gain their views and to ensure that they are clear about the specific action the school might need to take;
- A risk assessment that considers carefully the likely outcomes to the pupil and others of undertaking intervention or not;
- Managing the pupil (e.g. Reactive strategies to help pupils regain control at what stage and what type of intervention to be used);
- Identifying key staff who should know exactly what action they should be taking. Any member of staff who may use physical intervention should always be fully briefed about the child in question, and it is best if they have a positive relationship with that child;
- Ensuring that additional support can be summoned if appropriate;
- Identifying training needs and updates.

5. Training

We are clear that training of staff is vital in this area if we are to be seen to adopt best practice and maintain a record of safe management of all school situations. We therefore make budgetary allowance for the following type of training:

- General training on behaviour management (not just teachers)
- Training on avoiding and coping with crisis/difficult/physically challenging events.-Team Teach

6. Concerns

We hope that adopting this policy and keeping parents well informed should help avoid any concerns. Any disputes that do arise about the use of force by a

member of staff will be dealt with following the school's Child Protection and Complaints Procedures. This could in some circumstance lead to an investigation by police and social services.

Concerns about this policy should be directed to the Headteacher or Chair of Governors

LINKS TO OTHER POLICIES.

Child Protection

Behaviour

Health & Safety

Safeguarding