



1 Decision Basis

There is no statutory requirement to have a specific Physical Intervention policy. The Senior Management Team has taken a local decision that this policy should be created after a risk assessment under the Health and Safety policy and as recommended by the Local Authority after the Team Teach Training.

The Education and Inspections Act 2006 s93 allows members of staff to use 'such force as is reasonable in the circumstances' to

- prevent the commission of an offence
- causing personal injury or injury to property (including children themselves or their property)
- prejudicing the maintenance of good order or discipline

This policy should be read in conjunction with Southcote's Behaviour policy.

2 Aims and Objectives

This policy aims to:

- Protect every person in the school from harm
- Protect all pupils against any form of physical intervention which is unnecessary, inappropriate, excessive or harmful
- Provide adequate information and training for staff so that they are clear as to what constitutes appropriate behaviour and to deal effectively with violent or potentially violent situations
- Give full support to staff who have been assaulted or have suffered verbal abuse from pupils or others.

We will review this policy on a yearly basis.

3 Definition of Physical Intervention

Physical intervention is the positive application of reasonable force or restraint in line with the 2006 Act, as defined above. The proper use of physical intervention requires skill and judgement, as well as knowledge of non-harmful methods of restraining.

Staff should refer to the Department of Health Guidance for Restrictive Physical Interventions (July 2002), and the Department of Children, Families and Schools Guidance on the Use of Force (November 2007) for more detailed advice.

4 Risk Assessment

Staff will assess a situation carefully before using physical intervention, and take into account all factors known at the time of the incident, including any risks to

themselves, the child, any other children and other members of staff. The risk assessment will also balance the risk of using a restrictive physical intervention against the risk of not using a physical intervention, in certain emergencies, it may be vital to act quickly. Nevertheless, any physical intervention will still be carried out calmly and carefully.

Where we are aware that because of a special educational need or disability that a child is likely to behave in a disruptive way that may require the use of reasonable physical intervention, we will plan how to respond if the situation arises. Such planning will address:

- Managing the pupil (eg strategies to de-escalate conflict, holds to be used)
- Involving the parents to ensure that they are clear about the specific action that Southcote might need to take;
- Briefing staff to ensure they know exactly what action they should be taking
- Ensuring that additional support can be summoned if appropriate.

This information will be recorded in the child's pastoral support plan and reviewed at agreed frequencies, with staff, parents and where possible the child.

5 The Use of Reasonable Force

If practical, before physical intervention the member of staff will give the child a calm warning or instruction to stop and every effort will be made to achieve a satisfactory outcome without physical intervention. Members of staff will only use restraint where other methods of conflict resolution have not been successful, and where, after having undertaken an assessment of the risks involved, it would be better to restrain a child than not.

Restraint, where used, will always be reasonable, proportionate and absolutely necessary to the circumstances of the incident. It will be used only to control or restrain the child and never to punish nor with the intent to cause pain or harm to the child. It will therefore be the minimum needed for the shortest possible time to achieve the desired result.

In any physical intervention, the member of staff will give due regard to any pupils Individual Risk Assessment and when applicable their Pastoral Support Plan.

In all circumstances, help must be sent for or offered, even when immediate intervention is necessary.

Southcote accepts and understands that in accordance with the law, any form of physical punishment is forbidden.

6 Training

Southcote recognises that training in physical intervention is essential for staff. Southcote also recognises that de-escalation is the preferred option. Ideally staff should be given time to develop relationships with the children and young people before they might have to use physical intervention.

Training will be made up of five components:

- Induction training which includes dealing with challenging situations, the ethos of physical intervention, principles and practice.

- Practitioner training which will include the management of challenge and the use of physical intervention with children and young people
- Trainer training to enable experienced workers to train others in their own place of work
- Training managers to ensure they are able to fulfil their role in the use of physical intervention
- Refresher and update training.

A list of staff who have been trained in the use of restraint will be kept by the Headteacher. Only they may restrain children, unless the situation is an emergency that requires immediate action to prevent injury or to prevent an offence being committed. In these circumstances, any member of staff may assist, so long as the use of force is reasonable and proportionate and the member of staff is competent to be involved.

Staff members are trained in the use of the Team Teach approach and techniques. Team Teach is a training organisation which has adopted the British Institute of Learning Difficulties Code of Practice and has achieved BILD Accreditation.

Team teach techniques seek to avoid injury to the child, but it is possible that bruising or scratching may occur accidentally, and these are not to be seen necessarily as a failure of professional technique, but a regrettable and infrequent side effect of ensuring that the child remains safe.

7 Recording Incidents

All incidents that result in physical intervention will be recorded in detail on Southcote's Restraint Form. These will then also be recorded in the bound and numbered book, located in the Headteacher's Office.

Records will be written within twenty four hours of the incident's occurrence by the staff member involved in the incident.

The record will contain the following information:

- The name(s) of the member(s) of staff involved
- The name(s) of the pupil(s) involved
- When and where the incident took place (date, time and duration)
- Names of staff and pupils who witnessed the incident
- The reason physical intervention was necessary
- Behaviour of the pupil which led up to the incident
- Any attempts to resolve the situation (de-escalation)
- The type of physical intervention used.
- The pupil's response and the eventual outcome
- Details of any injuries by either staff or pupils
- Details of any damage to property
- Details of any medical treatment required (an accident form will be completed, where medical treatment is needed)
- Details of follow-up, including contact with the parents/carers of the pupil(s) involved
- Details of follow up involvement of other agencies - Police, Social Services
- Details of how and when the incident was reported to parents/carers

Pupil and staff witnesses may also be asked to provide a written account if appropriate. A copy of this entry will be kept on the staff or pupil's file and retained in line with Local authority guidance on keeping employment and educational records.

The school will report any injuries to pupils or staff in accordance with the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995.

8 Debriefing Arrangements

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, or medical treatment obtained.

The pupil will be given time to become calm while staff continue to supervise him/her. 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 the 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.

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

Parents /Carers will be informed as soon as possible by the Headteacher and the incident explained to them.

All members of staff involved will be allowed a period of 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(s) of staff involved.

The Headteacher will be informed at the earliest possible opportunity of any incidents where positive handling was used.

9 Evaluation and Monitoring

The reports recording the use of restraint will be monitored by the Senior Leadership Team.

The Headteacher will report any use of restraint termly to the Governing Body.

Signed	L Telling
Date	May 2012
Reviewed by Governors	May 2014