

Arnbrook Primary School

2020 - 21

Physical Intervention Policy

(Use of Reasonable Force)

SENDCO: Rob Maddams
Senior DSL: Peter Fowlie
Review Date: September 2021

Objectives

Here at Ambrook Primary School in line with Every Child Matters we aim to provide a safe, caring and friendly environment for all our pupils to allow them 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, child protection (and the broader safeguarding agenda) policies.

Minimising the Need to Use Reasonable Force

As a school 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 the Social and Emotional Aspects of Learning (SEAL) curriculum to explore and strengthen emotional responses to situations.

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 be skilled in promoting and rewarding positive behaviour and will utilise various appropriate techniques in the management of a class environment.

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

Under Section 93 of the Education and Inspection Act (2006) the head teacher of our school is empowered to authorise those members of his/her staff who are enabled to use reasonable force.

Here at Ambrook Primary School the head teacher has empowered the following members of staff 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 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;
- 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.

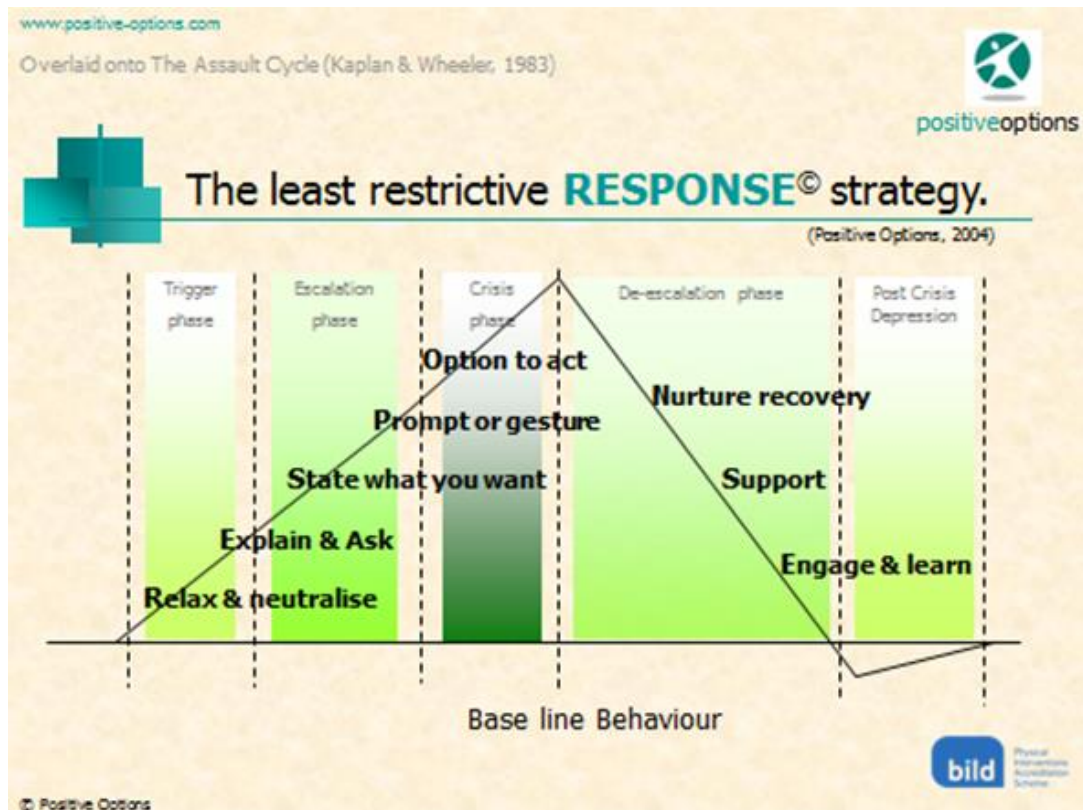
Staff are also expected to remember that physical intervention is only one option and for behaviours involving extreme levels of risk it may be more appropriate to gain support from other agencies, including the police.

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 required in achieving the required outcome.

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



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.

Where necessary, behaviour management plans and risk assessments are completed for individual pupils with particular needs. These will include information about situations or contexts where physical intervention may be required and strategies for how this will be done to achieve the required outcome with the minimum possible force.

Behaviour management plans and risk assessments are reviewed as a result of any physical intervention. All behaviour plans and risk assessments are shared with key staff and parents/carers.

Due to the current COVID-19 pandemic, the emphasis on prevention of escalation of behaviours and alternative strategies to manage incidents which may require physical intervention has been further emphasised.

If physical intervention forms part of a child's behaviour management plan and/or risk assessment, then the use of PPE will be included within this. Staff using physical intervention must where appropriate PPE. As a minimum, this will be gloves, mask and apron. If risk of spitting or bodily fluids, then eye protection will be worn.

Staff training

Staff at Arnbrook, who have been identified as needing training in this area, will access Physical intervention and CRB training through the County Council coordinator who delivers nationally accredited courses.

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.

Nottinghamshire County Council has adopted the CRB (Controlling Risky Behaviours) training model, and as such is an 'Approved Training Centre' for Positive Options Ltd, which is based on the BILD (British Institute of Learning Disability) training programme.

These training programmes will be delivered to staff via whole school inset or by accessing specialist training events. 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.

Arnbrook Primary School will use the Nottingham City electronic system to report, using a standardised format, any incident where violence to staff has occurred or been threatened. The school keeps its own electronic records of any incident where physical intervention is used.

Other policies to refer to include:

- **Safeguarding & Child Protection Policy**
- **Complaints procedure**
- **Allegations against staff Policy**
- **Whistleblowing Policy**
- **Safe Touch Policy**
- **Intimate Care Policy**

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.

Parents/carers are always informed if any physical intervention has been used.

Complaints and allegations

Any complaints or allegations will be managed in line with our school complaints procedure and allegations against staff policies.

Monitoring and review

This policy will be monitored regularly and reviewed by the governing body at least annually or as required.