

Article 3 : Adults must do what's best for me

Icknield School Values Statement

Icknield School is passionate about providing an inclusive education. We value all students as unique and nurture their talents. We enable students to achieve to their best ability in a safe environment and to grow into the finest individuals they can be.

Our inclusive practice can be defined as attitudes, approaches and strategies taken to ensure that all our pupils are included in the learning environment. We ensure that all pupils are listened to, openly valued, safe and have the confidence to participate in all activities.

Icknield School strives to remove barriers to learning, to celebrate diversity and through this we encourage and support a society of equality, acceptance and mutual respect.

By valuing and respecting human diversity, Icknield School fosters a sense of community and belonging, enabling all: children, teenagers and adults, to participate in every area of life possible.

PHYSICAL INTERVENTION POLICY **(to be read in conjunction with the Behaviour Policy)**

RATIONALE

This policy should be considered in relation to the school policy on behaviour and discipline. It has been developed in the light of relevant government guidance. We have a duty of care to all children in the school and cannot escape our responsibilities by the avoidance of actions that are required. Opting to do nothing is as much a decision as responding, and it would be negligent to allow a child to place themselves or others at risk of harm. Physical restraint raises many anxieties. This policy should provide support to all staff, reassure parents and protect the interest of pupils.

Definition of restraint:

Physical contact with pupils may occur under many circumstances (e.g. physical prompts, providing comfort, massage). Staff should not feel inhibited in continuing to provide such support. This policy relates only to those incidents in which a member of staff uses physical force intentionally to restrict a child's freedom of movement against the child's will. This might, for instance, occur in order to keep the child or other pupils/adult safe.

We believe that:

- If restraint is necessary it must be done safely (in the interest of both staff and pupils).
- All staff have the right to prevent pupils from injuring themselves or attacking others. This includes pupils placing themselves at risk by absconding.
- Staff have the right to feel confident that they can manage crisis situations competently and confidently.

AIMS AND PURPOSES

All staff need to be clear about how or when they are expected to respond to any behavioural crisis that may occur and they are supported appropriately.

The school and LA ensure that staff receive training appropriate to these responsibilities.

Staff only use restraint under appropriate circumstances. Restraint increases the risk of injury both to staff and pupils and should be avoided wherever possible. Other methods of managing crisis must always be attempted first and restraint only used as a last resort. Only staff trained in the use of Team Teach (PRICE 2022) will be included in planned interventions, although the Headteacher reserves the right to authorise a person under exceptional circumstances.

Any restraint must be consistent with the concept of ‘reasonable force’ (i.e. the circumstances must warrant its use and the degree of force must be proportional to the circumstances). It should constitute the minimum intervention necessary to resolve the problem.

Staff can use reasonable force when:

- a criminal offence is being committed
- to prevent injury
- to prevent damage to property
- to maintain or restore good order (staff should be aware that using force to maintain good order can be counter-productive)

Examples of what constitutes reasonable force:

- holding
- pushing
- herding a young person away by placing a hand in the centre of their back

Examples of what would constitute unreasonable force or restraint:

- holding a young person around the neck, or collar
- slapping or tripping a young person

Withdrawal – where a young person is removed from a situation which causes anxiety or distress to somewhere that they can be continuously observed and supported until they are ready to resume their usual activities

Time out – where a young person's access to all positive reinforcements is restricted as part of the behaviour management programme

Seclusion – deprivation of liberty: - where a young person is forced to spend time alone against their will. Note that seclusion is only to be considered under highly exceptional circumstances (for example, if a young person wielding a weapon is locked in whilst adults seek assistance) never as a planned intervention as guided by Team teach principles. High risk situations are anticipated and properly planned for and would be indicated on a student's behaviour management plan. Staff will be protected by the school ensuring that all incidents of restraint are reported and recorded as required.

STRATEGIES

Where staff have received Team Teach training they will be expected to use these holds.

The school will ensure that the competence of trained staff is maintained on an annual basis.

Whether trained or not staff are **not** permitted to restrain out of anger, frustration or in any way which would intentionally cause the pupil injury. The school does not condone the uncontrolled or unconsidered use of restraint. Using physical contact to punish a pupil or to cause pain, injury or humiliation is not permitted. Holding children face down is not permitted under any circumstances. Staff must also avoid touching pupils or holding pupils in ways that can be misconstrued as abusive or indecent. Enforced compliance can only be used if part of a planned agreed intervention.

Staff should not feel obliged to intervene against their better judgement. Where it is felt unwise to intervene without additional support they should remove anyone at risk and seek assistance. The decision to seek external support will be at the discretion of the Headteacher.

Where it is anticipated a pupil may need to be restrained, an individualised plan will be devised, in consultation with parents. This will form part of the plan to improve the child's behaviour and will include strategies for de-escalating outbursts, arrangements for securing additional support and the holds to be used. This plan will specify which staff will be involved and will relate to how the child is to be managed at all times of the school day (i.e. from the time they arrive in school until they leave on transport at the end of the day). It will apply to all situations whether it is within class or off site. The plan will also specify how parents are to be informed about incidents that occur. These plans will be shared with staff and the parents of the pupil. Planned intervention will only involve staff trained in the use of Team Teach and those specifically authorised by the Headteacher (the Behaviour lead has an up to date record of all trained staff).

All incidents of two person plus restraint must be reported to the Head teacher and the Team Teach instructor. All incidents of two person plus restraints must be recorded within 12 hours of the incident detailing:

- The names and young people involved
- The reason for using a physical intervention rather than another strategy
- The type of physical intervention used
- The date and duration of the physical intervention
- Whether the pupil or anyone else experienced injury or distress, and if they did what action was taken
- A debrief must be made available as soon as possible

The Headteacher, or in their absence, the AHT will ensure parents are informed promptly and given an opportunity to discuss the incident. If staff are uncertain about whether to record an incident (i.e. because it seems minor or trivial) they should seek clarification from the Head, AHT or Team Teach instructor.

Any injuries sustained by staff or pupils must be recorded separately, in accordance with Health and Safety requirements (e.g. the Accident Incident Form and/or Violent Incident Form, skin map) – put on CPOMS

Senior members of staff have an obligation to ensure that any staff involved in an incident of restraint are given appropriate support.

This policy will be circulated to all staff and parents.

Monitoring

This policy will be reviewed annually.

Behaviour Management Plans will be monitored by the Head and Team Teach instructor.

Parents are involved in any planning that anticipates the need for restraint.

Notes from this meeting will be shared with the parents and all relevant staff.

The school will identify and evaluate future training needs.

The Headteacher and the chair of Governors are responsible for overseeing issues concerning physical intervention.

General

Records of physical intervention are reviewed ½ termly by the Behaviour Coordinator.

Staff are encouraged to contribute to any reviews of the use of physical intervention through annual behaviour management/physical intervention training, and regular behaviour meetings.

All Team Teach trained staff will receive annual refreshers in behaviour management and physical intervention. Additionally the Team Teach trainer can refresh staff in particular holds as required.

Conclusion

This policy meets the legal requirements of Circular 10/98 (DFEE 1998). It is designed to:

- Protect the interests of staff and provide them with appropriate guidance and support.
- Protect the interest and rights of pupils.
- Reassure parents by informing them how difficult incidents will be managed.

Reviewed on 19th March 2022

Review date: March 2025