

	Name of School	Corbets Tey School
	Policy Review Date	18th November 2020
	Next Review Date	Autumn 2021
	Reviewed by	Governor Name: Julie Lamb Governor Signature: 

Physical Intervention Policy

Equality Impact Assessment

The school aims to design and implement services, policies and procedures that meet the diverse needs of our provision, population and workforce, ensuring that none are placed at an unreasonable or unfair disadvantage over others. We are confident that this policy does not place anyone at an unreasonable or unfair disadvantage, and is compliant with relevant equalities legislation.

Where the school is referred to in this policy, the policy and the following procedures apply to all staff working for Corbets Tey School on all sites.

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1. Introduction

A physical intervention is any use of force by one person against the force of another person or persons. A physical intervention should rarely be used but when it is it should ensure that the student is safe and the staff members are calm. Appropriate touch should be used such as physical prompts and guiding, giving support, supplying reassurance or in play. The term physical intervention does not extend to these situations. Staff should not be inhibited in providing such contact when it is professionally appropriate to do so.

The school's physical intervention policy is developed in relation to the school's Behaviour Policy (see Appendix 1 for flowchart showing procedures for any behaviour incident). Any physical intervention should always be in the best interest of the student and non-aversive, for the shortest amount of time possible and using the least amount of force necessary. This policy acknowledges the school's legal duty to make reasonable adjustments for students with special educational needs and disability (SEND).

2. Legislation and statutory requirements

This policy is based on advice from the Department for Education (DfE) on:

- Behaviour and discipline in schools
- Searching, screening and confiscation at school
- The Equality Act 2010
- Use of reasonable force in schools
- Supporting pupils with medical conditions at school

It is also based on the special educational needs and disability (SEND) code of practice.

In addition, this policy is based on:

- Section 175 of the Education Act 2002, which outlines a school's duty to safeguard and promote the welfare of its pupils
- Sections 88-94 of the Education and Inspections Act 2006, which require schools to regulate pupils' behaviour and publish a behaviour policy and written statement of behaviour principles, and give schools the authority to confiscate pupils' property
- DfE guidance explaining that maintained schools should publish their behaviour policy online

3. When may physical interventions be used?

Physical interventions should only be used as a last resort when staff have **GOOD** grounds for believing that immediate action is needed to prevent students:

- Significantly injuring themselves or others.
- Causing serious damage to property.
- Behaviours that have become unmanageable in one area and would be better managed in a quieter, more appropriate area or environment.

In extreme circumstances (e.g. possession of weapons) it will be necessary to inform the Police.

In cases when the school is aware that a student is likely to behave in a way that may require physical restraint, plans will be made which address:

- ⇒ strategies for de-escalating the problem;
- ⇒ ways of managing the student e.g. strategies, holds to be used;
- ⇒ informing parents/carers about specific action to be adopted;
- ⇒ briefing staff to ensure they are clear about strategies;
- ⇒ ensuring additional support can be summoned if appropriate.

4. Who may use physical interventions?

- Physical Interventions may be carried out by teaching staff and other designated members of staff who have received physical intervention training.
- However, should any individual lack the confidence or the desire to take such action, a senior member of staff may be summoned.
- These arrangements apply at all times the school has responsibility for students and extend to times when students are at after-school clubs or are off-site on educational trips. The policy does not apply to situations after students have been dismissed and left the school premises or have been collected by parents/carers and are in their care.
- In an emergency, e.g. if a student was at immediate risk of injuring someone or themselves, any member of staff is able to intervene.

5. Procedures to be followed at Corbets Tey

- Whenever possible the student will be clearly told that you are likely to take physical action before that action ensues.
- It is important to remember that the security of the student, and therefore the emotional stability, depends on the certain knowledge of the student that staff are in charge.
- Any action must be carried out swiftly and calmly so the student does not become more stressed.
- Staff are to remain calm and if needed, request assistance or support from other members of staff. This may include relieving staff from the situation, retrieving known calming items for the student, or requesting support from senior staff members. Also, wherever possible in a long term behaviour situation, staff should have the chance to 'swap in and out' from the situation.
- There should always be more than one staff member present during the use of restraint.
- It may be appropriate to observe from a distance, or monitor regularly by entering the space in order to support and ensure the safety of both staff and students.
- In every case, the least amount of force for the shortest period of time is used to ensure the safety for the student and staff.
- The student should be repeatedly offered the opportunity to exercise self-control and the restraint should stop at the earliest opportunity.
- A behaviour outburst is naturally best dealt with by the demonstration of calm, unthreatened and unthreatening concern, and the assumption of total control by the caring staff member.
- As soon as possible, the student should be removed from the general population. Isolation can be calming and the removal of an audience is usually beneficial. Professional judgement should be employed to use the most suitable location.
- No restraint may be used which may be considered to be indecent or which may be expected to cause injury to the student.
- Staff must avoid touching or holding students in ways that could be construed to be abusive. Staff need to be aware that if a student sustains an injury as a result of physical intervention Safeguarding and Child Protection processes must be followed.

6. Procedures to be followed at Corbets Tey for young adults aged 18 and over

In line with the civil liberties of adults, restraint of students aged 18 or over should not be used except in extreme circumstances and where there is no safer alternative. There is a difference between restrictive forms of intervention for example holding a student back to prevent them from hitting themselves or another person and non-restrictive methods for example holding a student's arm to prevent them walking into a road.

The use of restrictive physical interventions should be minimised by the adoption of preventative strategies, which could include the following:

- Ensuring that the number of staff deployed and their level of competence corresponds to the needs of the students and the likelihood that physical intervention will be needed.
- Staff should not be left in vulnerable positions but if a member of staff is attacked they must use the most appropriate means available to defend themselves. This is a matter for personal judgment. If it is possible for the staff member to remove themselves from the vicinity without leaving themselves or any other member of staff or student in danger, then they should do so with appropriate haste
- Helping students to avoid situations which are known to provoke violent or aggressive behaviour
- PIPs and 5Ps plans which are responsive to individual needs and include current information on risk assessment

Where injury is caused to a student during a physical intervention, the staff member(s) involved may be called upon to justify their actions. Judgment by staff will always be required in this area. The emphasis of these guidelines is on preventing violence rather than dealing with it after it has arisen.

7. Recording procedures for physical interventions

- When a physical restraint is used, all incidents are recorded on CPOMS before the end of the day and the Headteacher is notified.

Incident reports will include:

- ⇒ name(s) of student(s) involved
 - ⇒ location of incident
 - ⇒ the reason physical intervention was necessary
 - ⇒ description of the incident
 - ⇒ steps taken to diffuse the situation
 - ⇒ degree of force used and for how long
 - ⇒ student(s) response and outcome of the incident
 - ⇒ details of any injury suffered by anyone and damage to property
 - ⇒ statements from any witnesses
- Any staff injuries sustained will be recorded separately on an accident form and online to the local authority in accordance with Health and Safety procedures.
 - Parents/carers will always be informed of any incident with their child or young person involving the use of physical interventions and will be given an opportunity to discuss. How and when parents/carers are informed is a decision taken by the Headteacher.
 - In the case of the restrictive restraint of a student aged 18 or over then the Headteacher must make a judgement call on whether to inform adult social services and/or the police of the action taken and its outcome.

8. Training

Our staff are provided with training on managing behaviour, including positive handling and proper use of restraint, as part of their induction process and ongoing professional development.

Behaviour management will also form part of continuing professional development.

9. Links with other policies

- Anti-Bullying Policy
- Behaviour Management Policy
- Online Safety Policy
- Child Protection Policy
- Parent/Carer Partnership and Communication Policy
- Physical Intervention Policy
- Safeguarding Adults at Risk Policy
- Whistleblowing and Managing Allegations Policy

Appendix 1 – Behaviour Incident Reporting Protocol

BEHAVIOUR INCIDENT REPORTING PROTOCOL

