



## **Physical Restraint Policy 2017**

### **This policy supports the FLP Behaviour Policy**

#### **1 Introduction**

- 1.1 At Trinity School we believe that pupils and staff need to be safe. Pupils need to know that the adults around them are able to manage them safely and confidently. For a very small minority of pupils only, the use of force to control or restrain may be needed. On such occasions, acceptable forms of intervention may be used.

#### **2 Aims and objectives**

- 2.1 The majority of pupils behave well and conform to the expectations of the school. We have a FLP Behaviour Policy that encompasses preventative strategies for tackling inappropriate behaviour in relation to the whole school, each class, and individual pupils, thereby preventing serious breaches of safety, school discipline and serious damage to property.
- 2.1 The majority of pupils will only have physical contact from a member of staff when this is proper or necessary. Some physical contact may be necessary to demonstrate techniques in PE, to provide physical prompts or help, where a pupil is being congratulated or praised or where a pupil is in distress and needs comforting. Any physical contact with a pupil will be in such a way that they cannot be interpreted as sexually inappropriate.
- 2.2 All school staff need to feel able to manage inappropriate behaviour, and to have an understanding of what challenging behaviours might be communicating. They need to know what the options open to them are, and they need to be free of undue worries about the risks of legal action against them if they use appropriate physical intervention. Parents need to know that their children are safe with us, and they need to be properly informed if their child is the subject of the use of force to control or restrain them, including the nature of the intervention and the rationale for its use.

#### **3 Minimising the need to use force**

- 3.1 In our school, we aim to create a calm, ordered environment that minimises the risk of incidents arising that might require using force.
- 3.2 We use whole class teaching times, assemblies and interventions to teach Social and Emotional aspects of learning approaches to enable pupils to manage conflict and strong feelings.
- 3.3 We aim to de-escalate incidents if they do arise.
- 3.4 We only use force when the risks involved in doing so are outweighed by the risks involved in not using force

3.5 We use Positive Handling Plans (risk assessments) for individual pupils.

#### **4 Staff authorised to use force**

4.1 All teachers and staff whom the head teacher has authorised to have control or charge of pupils automatically have the statutory power to use force.

4.2 In some circumstances, staff whose jobs do not normally involve supervising pupils and volunteers working with pupils will be authorised to be in control or charge of pupils and therefore have statutory power to use force. In these cases, the head teacher or senior member of staff will inform the teachers and other staff who has been given temporary authorisation.

#### **5 Deciding whether to use force**

5.1 In our school, authorised staff will only use force when:

- the potential consequences of not intervening are sufficiently serious to justify considering the use of force;
- the chances of achieving the desired result by other means are low;
- the risks associated with not using force outweigh those of using force.

5.2 School staff will be kept informed about and advised how to deal with pupils who present particular risks to themselves or others (as a result of SEN and/or disabilities or other personal circumstances) by appropriate liaison.

5.3 School staff will minimise the highest risks, for example by calling the police if a pupil is suspected of having a weapon or absconds from the school site.

#### **6 Using force**

6.1 Before using force at our school, staff will engage the pupil in a calm and measured tone, making clear that their behaviour is unacceptable and setting out how the pupil could choose to change their behaviour.

6.2 The use of force will only be proportionate to the level of risk and will be reduced at the earliest possible time. It will be used in ways that maintain the safety and dignity of all concerned (see 6.3).

6.3 Staff will only use methods they are trained to use unless there is an extreme emergency and where there is no viable alternative, when a dynamic risk assessment will be made. These incidents may include: a pupil attacking a member of staff or another pupil; pupils fighting, causing risk of injury to themselves or others; pupils committing deliberate damage to property; pupils absconding from class or leaving the school other than at an authorised time and in doing so, entailing risk to their personal safety.

6.4 Staff are advised that, as far as possible, they should not use force unless or until another responsible adult is present to support, observe and call for assistance.

#### **7 Staff training**

7.1 In our school, we have adopted the Team Teach approach to staff training. Staff who participated in the training are fully accredited and update their skills every three years. All staff have a responsibility for pupil behaviour.

7.2 The Team Teach training includes de-escalation techniques which introduce the use of force at an appropriate time, based on a range of other options.

- 7.3 Staff working closely with pupils with SEN or disabilities will undertake ongoing risk assessments if necessary to identify levels of new training or advice required.

## **8 Recording incidents**

- 8.1 In our school we have a bound and numbered book for the logging of incidents of restraint. We also record all cases of the use of force to the Local Authority via the EEC system (<https://www.eeclive.co.uk/public/plogon.asp>)
- 8.2 The member of staff involved in the incident compiles the record and receives a copy. The DSL checks the record regularly.

## **9 Reporting incidents**

- 9.1 The governing body of our school will ensure that recorded incidents of restraint where a member of staff has used force on a pupil are recorded and reported to parents, unless it is likely that reporting the incident will result in significant harm to the pupil. In this case, the incident will be reported to Somerset Direct (0845 3459122).
- 9.2 Parents will be informed by the head teacher or senior member of staff by telephone as soon as practicable, and then the details confirmed in writing.

## **10. Post-incident support**

- 10.1 If staff or pupils have been injured, immediate first aid will be provided and medical help accessed, if necessary. Staff and pupils will receive emotional support if necessary.
- 10.2 Staff will aim to help the pupil to develop strategies to avoid repeating the difficult behaviour and by giving them the opportunity to analyse, reflect and learn from the incident.

## **10. Complaints and allegations**

- 10.1 Parents and pupils have a right to complain about actions taken by school staff which include the use of force. If a specific allegation is made against a member of staff, then our school will follow the guidance set out in 'Safeguarding Children and Safer Recruitment in Education'.
- 10.2 Members of staff who have been injured in a significant incident may wish to report the incident to the police and/or seek advice and support from their trade union representative.

**To be reviewed November 2019**