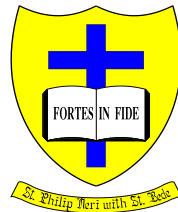


Diocese of Nottingham
Working in Partnership with
The Our Lady of Lourdes Catholic Trust

St Philip Neri with St Bede Catholic Voluntary Academy
Policy Document



Physical Intervention Policy 2019 - 2020

Approval

Approved by	Approval Date	Review Date
Head Teacher	November 2019	November 2020

Physical Intervention Policy
(Use of Reasonable Force)

St Philip Neri with St Bede Catholic Voluntary Academy

Objectives

Here at St Philip Neri with St Bede Catholic Voluntary Academy 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, discipline, child protection (and the broader safeguarding agenda) policies.

Policy Development

This policy was formulated in consultation with the whole school community with input from members of staff, governors, parents/carers, children and young people, and other partners.

Pupils contributed to the development of the policy through the Council School

Parents were encouraged to contribute by choosing a selection of parents including parent governors for consultation.

This policy is also written in line with Nottinghamshire City Council's Policy on the same subject, entitled 'Keeping Classrooms Safe for Learning and Teaching'.

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 and the school's nurture and self esteem groups/statement of belief 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 St Philip Neri with St Bede Catholic Voluntary Academy 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.

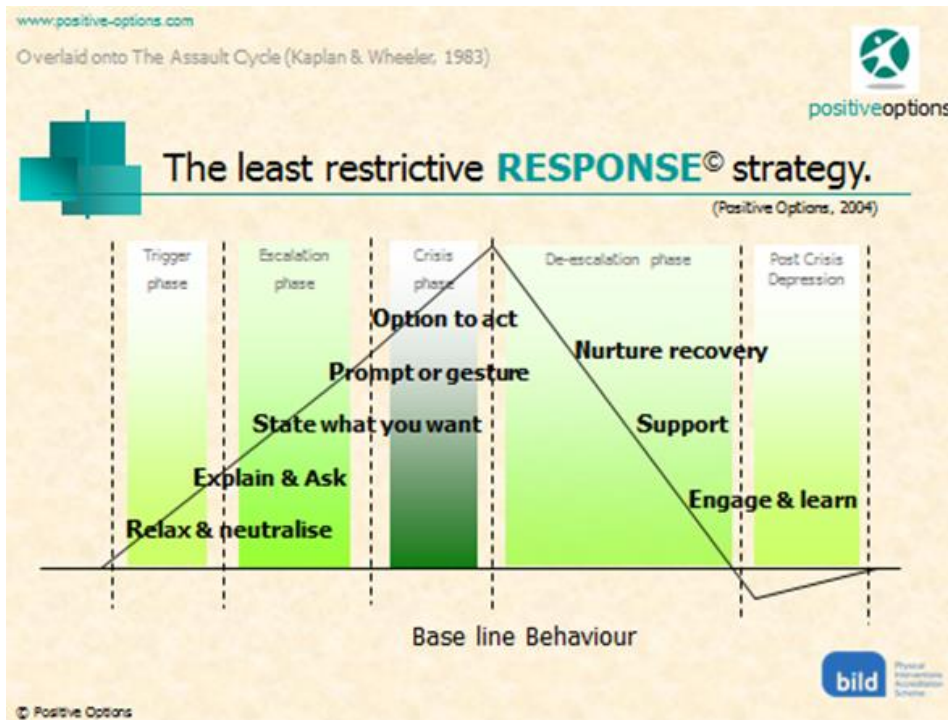
Staff are also expected to remember that physical intervention is only one option and for behaviours involving extreme levels of risk it may be more appropriate to gain support from other agencies, including the police.

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.

Staff Training

Staff at St Philip Neri with St Bede Catholic Voluntary Academy, who have been identified as needing training in this area, will access Physical intervention and MAPA training through the County Council co-ordinator 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 MAPA (Managing Actual and Potential Aggression) training model, and as such is an 'Approved Training Centre' for Positive Options Ltd, which is a BILD (British Institute of Learning Disability) accredited training programme.

These training programmes will be delivered to staff via whole school inset or by accessing specialist training events, details of which can be found in the physical intervention room on Nottinghamshire's virtual learning platform, Fronter <https://nottsslp.org.uk>

Staff who receive this training will be accredited to use the physical elements of MAPA 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. At present, five members of staff are trained in the use of MAPA. It is intended that all Senior Leaders will receive the training.

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.

The St Philip Neri with St Bedes Catholic School will use the Nottinghamshire County Council electronic health and safety recording system 'Well Worker'. This system enables members of staff to report, using a standardised format, any significant incident where force has been used, or any incident where violence to staff has occurred or been threatened. Staff can access well worker via Mrs Stringfellow, the School Office Manager.

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.

Complaints and Allegations

We accept that sometimes misunderstandings may occur and the Head Teacher would always like to hear your (parental) views. Sometimes you might feel it better to talk informally to the Chair of the Governing Body. If you do wish to make a formal complaint about an issue, after having talked to the Head Teacher, you should first take the matter up with the Chair of Governors. If having done this, you do not feel satisfied you should write to the clerk to the Governing Body. There is a formal complaints procedure policy which is available at the school should you require one.

We will also make clear to pupils that they have a right, and are able, to question/complain about the use of reasonable force.

We will ensure that mechanisms are in place for pupils, parents, carers and staff to voice the opinions, comments or concerns. All incidents of physical intervention will be reported to the Head Teacher who will ensure that support is given to all parties concerned as soon as possible.

Complaints and allegations will be taken seriously and will be reported to the Head Teacher. Should an incident involve the Head Teacher, then the report will be given to the Chair of the Governing Body.

Monitoring and Review

This policy will be monitored regularly and reviewed by the governing body at least annually or as required. This policy is due to be reviewed in November 2017.

The Head Teacher is responsible for the implementation of this policy and is the Link Governor, who also has responsibility in this area.

Further Information

Can be found in the Nottinghamshire County Council's policy on the same subject, entitled 'Keeping Classrooms Safe for Learning and Teaching'

Appendix 1: Sample Recording Form

Details of Pupil (name, class SEN etc)	
Date, time location of incident	
Name of staff involved (directly or witness)	
Details of other pupils involved	
Description of incident, including any de-escalation	
Reason for using force and description of force used	
Any injury to staff or pupils and details of first aid or medical attention	
Follow-up, including post incident support and disciplinary procedures	
Any information shared with staff not involved or other agencies	
How and when were those with parental responsibility informed	
Has any complaint being logged as a result of this incident	
Names, signatures and dates	

Appendix 2: Physical Risk Assessment

(Form available from folder in the School Office)