

Stanstead Nursery & Primary School

Physical Intervention Policy



December 2019

We are committed to safeguarding and promoting the welfare of our children and expect all staff to share this commitment. Our Safeguarding and PREVENT policies are integral to all other policies and practice and form part of our school life. Our aim is to ensure our children are safe at all times.

Objectives

At Stanstead Nursery & Primary School we aim to provide a safe, caring and friendly environment for all our pupils to allow them to 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) policies.

This policy is also written in line with Nottinghamshire'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 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 her staff who are enabled to use reasonable force.

Here at Stanstead Nursery & Primary School the head teacher has empowered the following members of staff to use reasonable force: Teresa Terzza, Kim Lewis, Will Smee, Lorraine Eaton, Rachael Woodward and Jackie Smith.

Deciding Whether to Use Reasonable

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:

(i) whether the consequences of not intervening would have seriously endangered the wellbeing of a person,

(ii) whether the consequences of not intervening would have caused serious and significant damage to property,

(iii) whether the chance of achieving the desired outcome in a nonphysical 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, 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 Stanstead Nursery & Primary School, who have been identified as needing training in this area, will and have received Restrictive Positive Intervention training through the City 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.

Nottingham City Council has adopted a 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/have been 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 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 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. (seek advice and clarity at training sessions)

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.

Stanstead Nursery & Primary Primary School will use the Nottingham City Council electronic health and safety recording system 'WellWorker'. 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 'WellWorker' via Mrs Aske in the School Office.

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. This will be through the headteacher or Welfare Officer in school.

Complaints and allegations

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 their opinions, comments or concerns.

Complaints and allegations will be taken seriously and complainants will be directed to our 'Complaints Policy'.

Monitoring and review

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

The Head Teacher is responsible for the implementation of this policy and Deborah Saunders is the Link Governor who also has responsibility in this area. The number of occasions on which 'significant force' has been used is something he reviews as part of his termly Link Governor visit.