

Royal Alexandra and Albert School



Policy for Physical Intervention and Restraint

Approved by the Pupil Matters Pastoral Committee

on 7 November 2017

Member of SLT responsible: Mark Skidmore, Deputy Head Pastoral & Boarding

It is next due for re-approval Autumn 2020

At The Royal Alexandra and Albert School, we are committed to a positive behaviour policy (Positive Behaviour for Learning - PBfL) which encourages pupils to make positive behaviour choices. We do however recognise that pupils sometimes do make the wrong choices. On rare occasions this may result in a situation that requires some form of physical intervention by staff. Our policy for physical intervention is based upon the following principles:-

Physical intervention should be used only as a last resort when other appropriate strategies have failed.

- Any physical contact should be only the minimum required.
- Physical intervention must be used in ways that maintain the safety and dignity of all concerned.
- Incidents must be recorded and reported to the Deputy Head – Pastoral And Boarding.
- Parents will be informed of each incident.

1. The Legal Framework

As set out in The Use of Reasonable Force (2013) and subsequently in Behaviour and Discipline in Schools (2016) guidance allows teachers and other persons who are authorised by the Head Teacher who have control or charge of pupils to use such force as is reasonable in all the circumstances to prevent a pupil from doing, or continuing to do, any of the following:-

- causing injury to his/herself or others
- committing an offence
- damaging property
- prejudicing the maintenance of good order & discipline

2. Our approach

At The Royal Alexandra and Albert School we aim to avoid the need for physical intervention and regard this as a last resort in a tiny minority of situations. We always aim to deal with behaviour using a positive approach and therefore this policy should be read in connection with our Behaviour Management Policy.

It is not possible to define every circumstance in which physical restraint would be necessary or appropriate and staff will have to exercise their own judgement in situations which arise within the above categories. Staff should always act within the School's policy on behaviour and discipline, particularly in dealing with disruptive behaviour.

Staff should be aware that when they are in charge of children during the school day, or during other supervised activities, they are acting in *loco parentis* and have a 'Duty of Care' to all children they are in charge of. They must, therefore, take reasonable action to ensure all pupils' safety and well-being. Staff are not expected to place themselves in situations where they are likely to suffer injury as a result of their intervention.

All staff should undertake training in use of reasonable force as part of their induction into the school. This session highlights the key areas to avoid in these situations and the main techniques to defuse them.

3. Use of physical restraint

Physical restraint should be applied as an act of care and control with the intention of re-establishing verbal control as soon as possible and, at the same time, allow the pupil to regain self-control. It should never take a form which could be seen as punishment.

Staff are only authorised to use reasonable force in applying physical restraint, although there is no absolute definition of this. What constitutes reasonable force depends upon the particular situation and the pupil to whom it is being applied. However, as a general rule, only the force necessary to stop or prevent danger should be used, in accordance with the guidelines below.

In all circumstances, alternative methods should be used as appropriate with physical intervention or restraint, a last resort.

When physical restraint becomes necessary:

DO

- Tell the pupil what you are doing and why
- Use the minimum force necessary
- Involve another member of staff if possible
- Tell the pupil what s/he must do for you to remove the restraint (this may need frequent repetition)
- Use simple and clear language
- Hold limbs above a major joint if possible e.g. above the elbow
- Relax your restraint in response to the pupil's compliance

DON'T

- Act in temper (involve another staff member if you fear loss of control)
- Involve yourself in a prolonged verbal exchange with the pupil
- Involve other pupils in the restraint
- Touch or hold the pupil in a way that could be viewed as sexually inappropriate conduct
- Twist or force limbs back against a joint
- Bend fingers or pull hair
- Hold the pupil in a way which will restrict blood flow or breathing e.g. around the neck
- Slap, punch, kick or trip up the pupil
- Use physical restraint or intervention as a punishment

4. Actions after an incident

Physical restraint often occurs in response to highly charged emotional situations and there is a clear need for debriefing after the incident, both for the staff involved and the pupil. The Deputy Head – Pastoral and Boarding should be informed of any incident as soon as possible and will take responsibility for making arrangements for debriefing once the situation has stabilised. An appropriate member of the teaching staff should always be involved in debriefing the pupil involved and any victims of the incident should be offered support, and their parents informed.

If the behaviour is part of an ongoing pattern it may be necessary to address the situation through the development of an appropriate SEND Support Arrangement, which may include an anger management programme, or other strategies agreed by the SLT Member. This may require additional support from

other services.

In some circumstances a referral to the appropriate outside agency (Educational Psychologist, Behaviour Support Service etc) may be appropriate to help identify an additional need for a particular pupil.

It is also helpful to consider the circumstances precipitating the incident to explore ways in which future incidents can be avoided. All incidents should be recorded immediately on the Pupil Restraint Report Form (attached). All sections of this report should be completed so that any patterns of behaviour can be identified and addressed. In the event of any future complaint or allegation this record will provide essential and accurate information. A copy should be filed in the pupil's appropriate file and in a central school file in order to inform individual and school risk assessments. A member of the pastoral team will contact parents as soon as possible after an incident, normally on the same day, to inform them of the actions that were taken and why, and to provide them with an opportunity to discuss it.

5. Risk Assessments

If we become aware that a pupil is likely to behave in a disruptive way that may require the use of reasonable force, we will plan how to respond if the situation arises. Such planning will address:

- Strategies to be used prior to intervention
- Ways of avoiding 'triggers' if these are known
- Involvement of parents to ensure that they are clear about the specific action the school might need to take
- Briefing of staff to ensure they know exactly what action they should be taking (this may identify a need for training or guidance)
- Identification of additional support that can be summoned if appropriate
- The school's duty of care to all pupils and staff

6. Complaints and Allegations

A clear restraint policy, adhered to by all staff and shared with parents, should help to avoid complaints from parents. It is unlikely to prevent all complaints, however, and a dispute about the use of force by a member of staff might lead to an investigation, under the complaints disciplinary procedure. It is our intention to inform all staff, pupils, parents and governors about these procedures and the context in which they apply.

We will review this policy annually.

References;

The Use of Reasonable Force 2013 - [DFE-00295-2013](#)

Behaviour and Discipline in Schools – A guide for Headteachers and school staff – [DfE-00295-2013](#)

Keeping Children Safe in Education – [DfE – 00140-2016](#)

School Behaviour Management Policy

School Child Protection Policy

RECORD OF PHYSICAL INTERVENTION OR RESTRAINT

Date of Incident		Year Group	
Name of pupil		Member(s) of staff involved	
D.O.B		Adult witnesses to the intervention	
Pupil witnesses to the intervention:			
<i>Outline to event leading to the intervention:</i>			
<i>Outline of the incident (including the type of intervention used):</i>			
<i>Outcome of the intervention:</i>			
<i>Description of any injury(ies) sustained by pupil and any subsequent treatment:</i>			

Description of any injury(ies) sustained by any other parties involved and any subsequent treatment:

Date parent/carer informed of incident:

By whom informed:

Outline of parent/carer response:

Pupil Debrief

Member of Staff involved in Debrief :

Date of Debrief :

Outcome of Pupil Debrief :

**Signature of staff
completing report:**

Date:

Signature of SLT

Date:

Brief description of any subsequent inquiry / complaint or action: