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| <b>Policy Title</b>  | <b>Physical Intervention Policy</b> |
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#### **Revisions Table**

| <b>Version</b>     | <b>Date</b>        | <b>Description of Change</b>                      |
|--------------------|--------------------|---|
| <b>Summer 2020</b> | <b>Summer 2020</b> | <b>Amendments to 1.4, 3.4, 4.2 and Appendix 1</b> |

The master copy of this document can be found on the FBS Google Drive, under the "Policies" folder. This is one of a number of policies that are reviewed by the Governing Body, the full list can be found on the FBS Google Drive in the Policies Folder. Minor revisions that just adjust factual items (eg contact details / names) can be made by the author without formal review, and must be recorded in the Revisions table above. Revisions table front sheet was added to all policies during policy review of Summer 2018.



## **PHYSICAL INTERVENTION POLICY**

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## **1. INTRODUCTION**

- 1.1. This Policy will be interpreted in line with the Christian values and ethos of the school and must be read consistently with all other material policies of the School. For the purposes of all School policies please refer to the definitions guide (not all defined terms will be material to all policies or the procedures authorised by the governing body under it).
- 1.2. There has been a common misconception since the Children Act 1989 that any physical contact with a child or young person is unlawful. Teachers and other staff have always had powers under common law to use reasonable force to prevent children or young people committing a crime, causing injury or damage to themselves or others.
- 1.3. The aim of the guidelines in this policy is to assist all staff at FBS to deal effectively with challenging behaviour; to ensure that staff are protected from harm and to ensure that boys are protected from any form of physical restraint/intervention which is inappropriate.
- 1.4. These guidelines are in line with Section 93 of EIA 2006 which replaces Section 550A of the Education Act 1996 (the new measures also include a legal right to confiscate inappropriate items such as mobile phones or music players; statutory powers to discipline pupils on the way to and from School; greater legal scope and flexibility in giving detentions – including after School or Saturdays; a legal duty to make provision to tackle all forms of bullying). These guidelines are also in line with Use of Reasonable Force by the DfE 2013.
- 1.5. Central to our Physical Restraint policy are the Christian beliefs and principles upon which our School is built

## **2. LEGISLATION**

- 2.1. There is no legal definition on what physical restraint is; however it is understood that to physically restrain a student is to control the child or young person through the positive application of force.
- 2.2. It is unlawful for any member of staff to use any degree of physical contact which is deliberately intended to punish a child or young person or which is intended to cause pain, injury or humiliation.
- 2.3. Any form of corporal punishment is unlawful.

### **3. WHEN THE USE OF FORCE IS NECESSARY**

- 3.1. Circumstances when it is reasonable to use force, or the degree of force that may be reasonably be used, will always depend on all the particular circumstances:
  - 3.1.1. the use of force can be regarded as reasonable only if the circumstances of the particular incident warrant it.
  - 3.1.2. the use of any degree of force is unlawful if the particular circumstances do not warrant its use.
  - 3.1.3. the degree of force will depend on the age, understanding, physical maturity of the boy
  - 3.1.4. teachers are allowed to defend themselves against an attack provided they do not use a disproportionate degree of force.
  - 3.1.5. teachers are allowed to intervene if a boy is at immediate risk of injury or on the point of inflicting injury on someone else.
- 3.2. Before resorting to physical intervention, other strategies and techniques should be attempted to calm and defuse a situation
- 3.3. Schools can use reasonable force to:
  - 3.3.1. Remove disruptive children from the classroom where they have refused to follow an instruction to do so.
  - 3.3.2. Prevent a pupil behaving in a way that disrupts a School event or a School trip or visit.
  - 3.3.3. Prevent a pupil leaving the classroom where allowing the pupil to leave would risk their safety or lead to behaviour that disrupts the behaviour of others.
  - 3.3.4. Prevent a pupil from attacking a member of staff or another pupil, or to stop a fight in the playground.
  - 3.3.5. Restrain a pupil at risk of harming themselves through physical outbursts.
- 3.4. Whenever physical restraint is used by a member of FBS Staff they are required to complete 'Physical Restraint/Intervention Report Form' found in Appendix 1 of this policy following the incident. Any completed forms need to be given to the Head Teacher or DSL as soon as possible and a copy stored in the relevant student/s school files securely.
- 3.5. Where there is an immediate risk of injury or damage to property, a member of staff may have to intervene physically immediately; however, wherever possible, staff should consider whether an alternative strategy could be used.
- 3.6. All staff need to be aware of health and safety issues when dealing with boys with volatile behaviour therefore:

- 3.6.1. The School may carry out a risk assessment particularly in relation to boys with known volatile behaviour, although risk assessments are only exercises in probability and are useful but limited in scope. As an alternative the School may choose to consider risk reduction strategies in Pastoral Support Plans or Individual Education Plans. Any such plans are likely to be put together with the consideration of staff such as the SENCo, DSL, appropriate Head of House and any other staff deemed to have a valuable input/insight into how to support the student in question.
- 3.6.2. CPD will be provided to staff on how to deal with particular types of challenging behaviour and how to support specific boys. Such CPD may be provided on INSET days as well as through staff briefings overseen by the Deputy Head Teacher in charge of behaviour and the SENCo.

#### **4. TYPES OF INTERVENTIONS AND RESTRAINTS**

- 4.1 Although it is not possible to describe fully the range of interventions or restraints which may be used, these may include:
- physically interposing between boys
  - blocking a boy's path
  - holding a boy
  - (in extreme cases) pushing or pulling a boy
  - leading a boy by the hand or arm from an incident
  - shepherding a boy away from an incident by placing a hand in the centre of the back
  - (in extreme cases) using restrictive holds.
- 4.2 Staff should not feel obliged to intervene where their own personal safety is at risk or where they believe such intervention could lead to an accusation of assault or abuse. They do, however, have a duty of care to summon assistance.
- 4.3 Staff must not:
- hold a boy around the neck or by the collar or in any other way that might restrict the ability to breathe
  - slap, punch, kick, or strike a boy with an object
  - twist or force limbs against a joint
  - trip up a boy
  - hold or pull a boy by the hair
  - hold or touch a boy in a way that might be considered indecent
  - attempt to remove any shoes/clothing
  - attempt any physical contact in a one to one situation with a child unless immediate significant risk.

## **5. DURING THE INTERVENTION**

- 5.1 A calm and measured approach should be adopted
- 5.2 Staff should not give the impression that they have lost their temper or are punishing the boy
- 5.3 Staff should summon assistance as soon as possible.

## **6. FOLLOWING THE INCIDENT**

6.1 Any incident where a boy is putting himself, others or property at risk, requiring physical restraint, should be recorded and/or reported to a senior member of staff.

6.2 A copy of the Physical Intervention/Restraint Report should be completed and submitted to the Headmaster or DSL as soon as is possible after the incident. Staff may be reminded that teaching unions are available to advise if required. Staff may also be offered the opportunity to talk in confidence to the School Chaplain if they wish.

6.3 Parents should be informed of any incident involving their son as soon as possible, no later than the end of the School day, either orally or in writing.

6.4 Parents will be given the opportunity to discuss the incident with the DSL or Head Master if they wish.

6.5 The School will keep a record of all incidents, to include:

- the name(s) of the boy(s) involved
- the date, time and place of the incident
- names of key staff or boy(s) who witnessed the incident
- the reason that the physical restraint was necessary
- how the incident began and progressed
- details of the boy's behaviour
- what was said by each of the parties
- the steps taken to diffuse the situation
- the degree of force used
- how and for how long the physical restraint was applied
- the boy's response
- the outcome of the incident
- details of any injury or damage to property

6.6 The School will use the incident recording form as at Appendix 1.

6.7 If a boy has been marked or injured as a result of physical intervention by a member of staff they will be offered a medical examination and the incident will be reported to the Local Authority Designated Officer if deemed appropriate and necessary.

## **7. DEBRIEFING**

- 7.1 The member(s) of staff involved in the restraint will be encouraged to consider the situation with a member of the Senior Leadership Team as soon as possible following the incident.
- 7.2 The opportunity should be taken to evaluate the situation and could serve to debrief the member of staff and to inform future situations.
- 7.3 The boy may themselves feel upset. Following the incident and, as part of working through the problem, the boy should be advised as to why it was necessary to use physical restraint. He should be allowed to put his side of the situation forward. The School's Senior Leadership team in conjunction with Heads of House may consider putting a Pastoral Support Plan in place for the student if deemed appropriate. It is likely in these circumstances that the Senior Leadership team would seek the support of the School's SENCo (if not already involved with supporting the young person in School already) as well as considering the support of the School Chaplain too.

**APPENDIX 1**

*To be given to DSL or Headmaster once completed. Once the incident has been considered by the Headmaster/DSL report will be stored in files of students involved.*

**PHYSICAL RESTRAINT/INTERVENTION REPORT**

**Name of staff member completing form:**

**Date/time of Incident:**

**Name of boy involved:**

**Form:**

**Name(s) of witness(es):**

*Please include names of staff members and students that may have witnessed the incident in the space below:*

**Reason for use of physical restraint/intervention:** (provide a detailed summary of what happened before, during and after the incident) When completing this section please consider and where relevant address the points below:

- *the reason that the physical restraint was necessary*
- *how the incident began and progressed*
- *details of the boy's behaviour*
- *what was said by each of the parties*
- *the steps taken to diffuse the situation*
- *the degree of force used*
- *how and for how long the physical restraint was applied*
- *the boy's response*

- *the outcome of the incident*
- *details of any injury or damage to property*

***Reason for use of physical restraint/intervention:***

**Signature:**

**Date:**