



Stag Lane Infant & Nursery School

Forever Learners: Achieving our dreams

Positive Intervention Policy

- A POLICY ON THE USE OF FORCE TO CONTROL OR RESTRAIN PUPILS

Policy written by: Nina Will

Date: June 2010

To be reviewed: June 2011 (ANNUALLY)

STRONGLY RECOMMENDED

This policy should be read in conjunction with the following policies :

Child Protection (Safeguarding)

Behaviour

Inclusion

SEN Policy

Complaints

Harrow Councils Disciplinary Procedures

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POSITIVE INTERVENTION POLICY

- A POLICY ON THE USE OF FORCE TO CONTROL OR RESTRAIN PUPILS

INTRODUCTION

This policy is based on guidance issued to support section 93 Education and Inspections Act 2006 which clarify the position regarding the use of physical force by teachers and other staff working in schools, to control or restrain pupils.

Staff should also refer to the whole school positive behaviour policy on behaviour and discipline.

What does it mean to restrain a child?

Physical restraint is the positive application of force with the intention of protecting the child from harming himself or others or seriously damaging property. The proper use of physical restraint requires skill and judgement, as well as knowledge of non-harmful methods of restraining.

Physical Restraint should be limited to emergency situations and used only in the last resort. Under the Children (NI) Order 1995, it is only permissible as described under the heading "Physical Control".

Article 4 of the Education (N.I.) Order 1998 clarifies powers that already exist in common law.

At Stag Lane Infant & Nursery School we believe that the use of reasonable force is only necessary to prevent a pupil from:

- Injuring themselves or others
- Causing damage to property, including their own
- Committing a criminal offence
- 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 (sec 93 EIA DCSF 2006)

Why use restraint?

Physical restraint should avert danger by preventing or deflecting a child's action or perhaps by removing a physical object, which could be used to harm him/herself or others. Physical restraint skilfully applied may be eased by degrees as the child calms down in response to the physical contact. It is only likely to be needed if a child appears to be unable to exercise self-control of emotions and behaviour.

General aims

The staff at Stag Lane Infant & Nursery School recognise that the use of reasonable force is only one of the strategies available to secure pupil safety/well-being and also to maintain good order and discipline.

Our policy on the use of reasonable force is part of our overall pastoral care policy and closely related to our policies on managing pupil behaviour in the Behaviour Policy.

The aims

- All adults have a **duty of care** to all children and we aim to protect every person in the school community from harm.
- To protect all pupils against any form of physical intervention which is unnecessary, inappropriate, excessive or harmful.
- To provide adequate information and training for staff so that they are clear as to what constitutes appropriate behaviour and to deal effectively with violent or potentially violent situations.
- To give full support to staff who have been assaulted or have suffered verbal abuse from pupils or others.

Risk Assessment

Although most pupils at Stag Lane Infant & Nursery School will never require any form of physical restraint, staff may have to deal with some young people who exhibit disturbed, distressed and distressing behaviour. It is therefore necessary to carry out risk assessments on those pupils.

We will attempt to reduce risk by managing:

- The environment
- Body language
- The way we talk
- The way we act

Environmental Risk Assessment

We will complete a risk assessment within the school and put in place strategies to minimise these risks in identified locations.

Individual Risk Assessment

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

- Managing the pupil (e.g. reactive strategies to de-escalate a conflict, holds to be used if necessary)
- Involving the parents to ensure that they are clear about the specific action the school might need to take and we will ask for their agreement. We will also invite a representative from the Local Authority to discuss with parents/carers what physical interventions may be used.
- Briefing staff to ensure they know exactly what action they should be taking (this may identify a need for training or guidance);
- Ensuring that additional support can be summoned if appropriate.
- All staff have a responsibility to ensure that they have read and understood individual pupils Risk Assessments. These are to be kept on Teachers Only – Staff Room-Inclusion-Risk Assessments.

It is important that staff read these Risk Assessments as each one is different for each child and provides guidance on managing the children if there are difficulties.

Procedures

In the event of physical restraint having been used it is important to consider the strategies, which are deemed acceptable, and the recording procedures that should be in place.

Action to be taken:

- Be aware of pupils who have been physically restrained before and what happened

- Give a calm warning or instruction to stop should be given and every effort should be made to achieve a satisfactory outcome without physical intervention
- Send for adult help early if things begin to get out of hand and restraint seems likely
- Tell the pupil who is misbehaving to stop and state possible consequences of failure to do so
- Assess the situation before acting
- Stay calm – do not over-react. A calm and measured approach to a situation is needed and staff should never give the impression that they have lost their temper or are acting out of anger or frustration when handling a problem.
- Continue to communicate with the pupil throughout the incident
- Make it clear that restraint will be removed as soon as it ceases to be necessary
- Use minimum restraint for minimum time until the situation is calm
- •Report the incident to the Head teacher or senior member of staff as soon as possible
- Complete a report form (see below)
- •Remember your professional obligations to all pupils in your care

DO NOT....

- •Place yourself at risk : do not attempt to restrain a pupil who obviously carries a "weapon"

Appropriate follow-up action should be taken, which may include:

- Providing medical support
- Providing respite for those involved
- Parents/carers should be contacted as soon as possible and the incident explained to them. This action should also be recorded. It may be necessary for it to be followed up by other disciplinary action or pastoral support

Recording

Staff should record all incidents of restraint in accordance with School Policy and report these to the Head Teacher and Deputy Head Teacher. A Physical Intervention Report Form (Appendix three) must be completed. This is available from in the drawers in the staffroom, or from the School Office or from the Inclusion Leader. It should be sent to the following people and departments within five days of the incident:

Brian Shewry - Training Consultant & Development Officer (Challenging Behaviour)

Children's Services

Harrow Council

Tel 0208 424 1021 email: bryan.shewry@harrow.gov.uk

Steve Spur (Lead Officer for Child Protection)

Pinner Road

Email steve.spur@harrow.gov.uk

Tel: 0208 863 5544

Anna Marie Tenconi - Principal Education Welfare Manager

Education Welfare Service

Pinner Road

Tel: 0208 863 5544 email: anna-marie.tenconi@harrow.gov.uk

Details on the form should include:

- Name of pupil(s)
- Staff member(s) involved
- Factors necessitating physical intervention
- The strategies which were employed prior to using physical intervention
- How physical intervention was effected

- Outcome of restraint
- Any other action taken in the management of the incident

Trained Staff:

Named staff will have received up to date training on

- Calm training in Basic Physical Intervention and
 - Safe holding/handling of under 5's
- by an authorised trainer from the London Borough of Harrow

The School buys in to Harrow Council's SLA for Risk & Physical Intervention.

All trained staff will be required to attend an annual refresher course led by the Local Authority to ensure that their skills are kept up to date.

Complaints

We all have a duty of care to the young people in our school and cannot escape our legal responsibilities by avoiding taking appropriate and necessary action. Involving parents when an incident occurs with their child, together with a clear policy adhered to by the staff, should help to avoid complaints from parents. It will not prevent all complaints, however, and a dispute about the use of force by a member of staff might lead to an investigation, either under disciplinary procedures or by the Police and social services department under child protection procedures. Staff subjected to physical violence or assault, have the right to be supported in making a formal complaint to the police and, if necessary, taking private action against an assailant.

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 on a yearly basis. Remember that adhering to the principles and procedures referred to in this policy statement, is part of effective practice and should minimise risk to young people in our care and enhance our own self-protection.

Statement for Parents

In keeping with our home/school partnership, we will inform all parents/carers of our policy on Physical Restraint. The statement will be included in the school prospectus and on the web.

The statement will highlight:

- Our emphasis on care and protection for everyone within our school community
- Our belief that restraint may be needed on very rare occasions
- Our endeavour to handle situations with care and responsibility
- Our intent to apply follow-up and repair strategies

The statement will outline:

- When staff are authorised to use reasonable physical intervention see Appendix 1
- What steps will be taken after an incident has been dealt with
- The responsibilities of staff, pupils and parents/carers in resolving situations

Please also refer to the following policies:

Child Protection (Safeguarding)

Behaviour

Inclusion

SEN Policy

Complaints

Harrow Councils Disciplinary Procedures

Policy written by: Nina Will

Date: June 2010

Shared with staff: June 2010

To be reviewed June 2011 (Annually)

Guidance – to be read in conjunction with the school's Positive Intervention Policy

1. When might it be appropriate to use reasonable force/physical intervention?

Examples of situations:

- A pupil attacks a member of staff, or another pupil;
- Pupils fighting and hurting each other and do not respond to verbal request to stop;
- A pupil is causing, or at risk of causing, injury or damage by accident, by rough play, or by misuse of dangerous materials, substances or objects;
- A pupil absconds from a class or tries to leave school (NB this will only apply if a pupil could be at risk if not kept in the classroom or at school).

2. Strategies and techniques for dealing with difficult pupils

All staff need to be aware of strategies and techniques for dealing with difficult pupils and steps which they can take to defuse and calm a situation.

- Move calmly and confidently.
- Make simple, clear statements.
- Intervene early.
- Tell the pupil to stop
- Try to maintain eye contact.
- If necessary summon help before the problem escalates.
- Remove audience from the immediate location.
- Give pupil time to calm down – this could take any amount of time – from a couple of minutes to a couple of hours

3. Situations where Staff should NOT INTERVENE WITHOUT HELP

Assistance should be sought when dealing with:

- a physically large pupil,
- more than one pupil, or
- when the teacher/staff member believes that s/he may be at risk of injury
- pupils who have Risk Assessments and/or have been identified as requiring at least two members of staff to provide support
- dealing with specific pupils. After consultation with the LA Risk and Conflict Manager, it has been agreed that with specific children, physical intervention is not appropriate. These children are identified on their Risk Assessments which are sent to all staff

In those circumstances where the member of staff has decided that it is not appropriate to restrain the pupil without help they should:

- remove other pupils who might be at risk
- summon assistance from colleagues
- inform the pupil(s) that help will be arriving

- until assistance arrives, the member of staff should continue to attempt to defuse the situation orally, and try to prevent the incident from escalating
- where necessary, telephone the police

The use of restraint should always be a last resort.

In all circumstances help must be sent for, even when immediate intervention is necessary.

Restraint can take a variety of forms – many of which are outlined in Circular 10/98 and in the Borough Guidelines referred to above.

Staff should always avoid touching/holding a pupil in a way that might be considered inappropriate.

Force, where used, should always be reasonable. There is no definition of 'reasonable force' it should always be proportional to the circumstances of the incident. It should be used only to control or restrain and never with the intent to cause pain or harm. It must, therefore, be the minimum needed to achieve the desired result. In any action, due regard has to be taken to the age, understanding and sex of the pupil.

The school accepts and understands that in accordance with the law corporal punishment is forbidden.

Physical Intervention Report Form

This form must be completed and sent to the following people and LA departments within five days of the incident:

Brian Shewry - Training Consultant & Development Officer (Challenging Behaviour)

Children's Services

Harrow Council

Tel 0208 424 1021 email: bryan.shewry@harrow.gov.uk

Steve Spurr (Lead Officer for Child Protection)

Pinner Road

Email steve.spur@harrow.gov.uk

Anna Marie Tenconi - Principal Education Welfare Manager

Education Welfare Service

Pinner Road

Tel: 0208 863 5544 email: anna-marie.tenconi@harrow.gov.uk

Date of incident:

Name of pupil(s):

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Names of Staff member(s) involved:

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What factor(s) necessitated physical intervention? (please write an accurate account of what lead to the need for physical intervention):

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(please continue over the page if necessary)

What strategies were employed prior to using physical intervention? (ie what did you do or say before using physical intervention?)

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(please continue over the page if necessary)

How was physical intervention effected? (Describe exactly the physical intervention used, how long was physical intervention necessary, what did you say?)

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(please continue over the page if necessary)

What was the outcome of restraint?

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(please continue over the page if necessary)

Was any other action taken in the management of the incident? (please specify)

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(please continue over the page if necessary)

Has the Parent been informed of the incident? When? Parents/carers should be contacted as soon as possible and the incident explained to them. Please record actions taken here.

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(please continue over the page if necessary)

Form Completed By:

.....(name)
.....(signed) Date:.....

Form seen by Headteacher/Inclusion Leader:

.....(name)
.....(signed) Date:.....

FOR OFFICE USE: Form sent to -

- Brian Shewry
- Steve Spur
- Anna Tenconi

