



# Flintham



## Primary School

### Physical Intervention Policy

March 2024

*'Inspiring A Love Of Learning'*

## Our School Vision is

We aspire to provide everyone with...

- an excellent holistic education through an inspiring, creative and ever evolving curriculum.
- an understanding that there is no limit to their potential.
- the foundations to face the various challenges of life and be respectful, responsible and caring citizens making a positive contribution to their community and wider society.
- a love of learning which continues to develop enquiring minds and enrich their lives.

### FLINTHAM PRIMARY SCHOOL SUPER SIX AIMS

Be Determined

Be Responsible

Explore

Aspire

Make Good Choices

Show Respect



# FLINTHAM PRIMARY SCHOOL PHYSICAL INTERVENTION POLICY

## Objectives

At Flintham 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 and child protection (and the broader safeguarding agenda) policies.

## Policy Development

This policy was formulated in consultation with the members of staff and governors and other partners.

This policy is also written in line with Nottinghamshire County Council's policy published in 2011 on the same subject, entitled 'Keeping Classrooms Safe for Learning and Teaching' and subsequent updated advice issued in January 2017 entitled 'Revised Guidance on the use of Physical Intervention'.

## 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 a curriculum which endeavours to explore and strengthen emotional responses to situations.

We will only use physical restraint as a last resort and strongly believe in de-escalating any incidents as they arise to prevent them from reaching a crisis point. Staff are skilled in promoting and rewarding positive behaviour and will utilise various appropriate techniques in the management of a class environment in line with the school's behaviour policy.

Staff will only use reasonable and appropriate 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) and subsequent guidance published by the DfE in February 2024 entitled 'Behaviour and Discipline in Schools - Guidance for Head Teachers and Staff' the head teacher of our school is empowered to authorise those members of his/her staff to use reasonable force.

Here at Flintham School 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.
- Key members of staff have been CRB trained and attend annual refresher courses to ensure their skills and strategies are up to date. These members of staff are mainly key workers with children in school with whom circumstances requiring reasonable force may be warranted.

## 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.

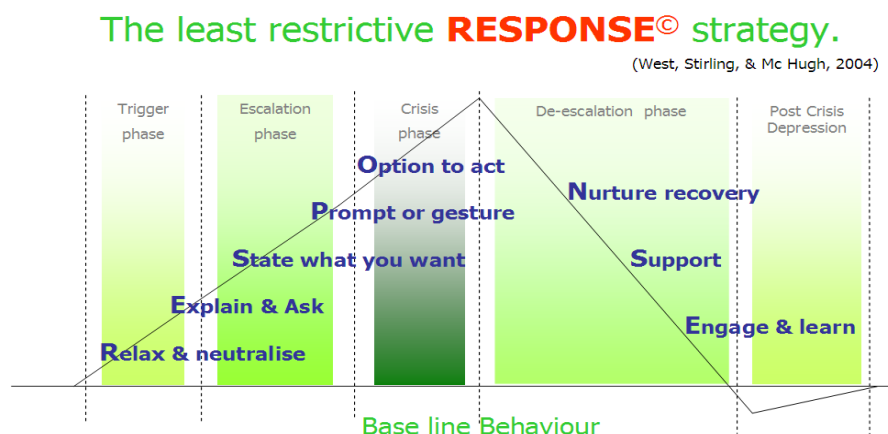
Staff are also expected to remember that physical intervention is only one option and for behaviours involving extreme levels of risk it may be more appropriate to gain support from other agencies, including the police.

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 SEND, personal circumstances 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<sup>©</sup> Strategy.

Overlaid onto The Assault Cycle (Kaplan & Wheeler, 1983)



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 try to avoid using force unless or until another member of staff is present to support, observe or call for assistance.

## **Staff Training**

Staff at Flintham School, who have been identified as needing training in this area, will access Physical Intervention training, known as CRB training (Coping with Risky Behaviours) 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.

These training programmes will be delivered to staff via specialist training events, details of which can be found on the Schools Portal.

Staff who receive this training will be accredited to use the physical elements of CRB 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 annually.

## **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 reasonable force on a pupil, in line with the most recent Safeguarding requirements issued to Governors in December 2023 Safeguarding Children in Education Audit Checklist 2023/24.

The record must be made as soon as practicable after the incident and added to CPOMs and/or sent to relevant outside agencies eg MASH. 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.

Flintham Primary 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 Schools Portal.

### **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**

*Statement taken from school complaints/discipline policy:* Our school aims to be fair, open and honest when dealing with any concern or complaint. We give careful consideration to all concerns or complaints and deal with them as swiftly as possible. We aim to resolve them through dialogue and mutual understanding and, in all cases, we put the interests of the child above all other issues. We provide sufficient opportunity for any matter to be fully discussed, and then resolved.

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.

Complaints and allegations will be taken seriously and we will follow the mechanism set out in our *Concerns and Complaints Policy Procedure*.

### **Monitoring and review**

This policy will be monitored regularly and reviewed by the governing body at least annually or as required. **Our school aims to be fair, open and honest when dealing with any concern or complaint. We give careful consideration to all concerns or complaints and deal with them as swiftly as possible. We aim to resolve them through dialogue and mutual understanding and, in all cases, we put the interests of the child above all other issues. We provide sufficient opportunity for any matter to be fully discussed, and then resolved.**

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

Date: 01.03.24

Review

Head Teacher: J Dunderdale

Safeguarding Governor: Caroline Aldrich

## Appendix 1



### FLINTHAM INCIDENT RECORDING FORM



Details of Pupil (name, class SEND 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, any learning and any disciplinary procedures	
Any information shared with staff not involved or other agencies	
How and when were those with parental responsibility informed	
Has any complaint been logged as a result of this incident	
Names, signatures and date etc.	