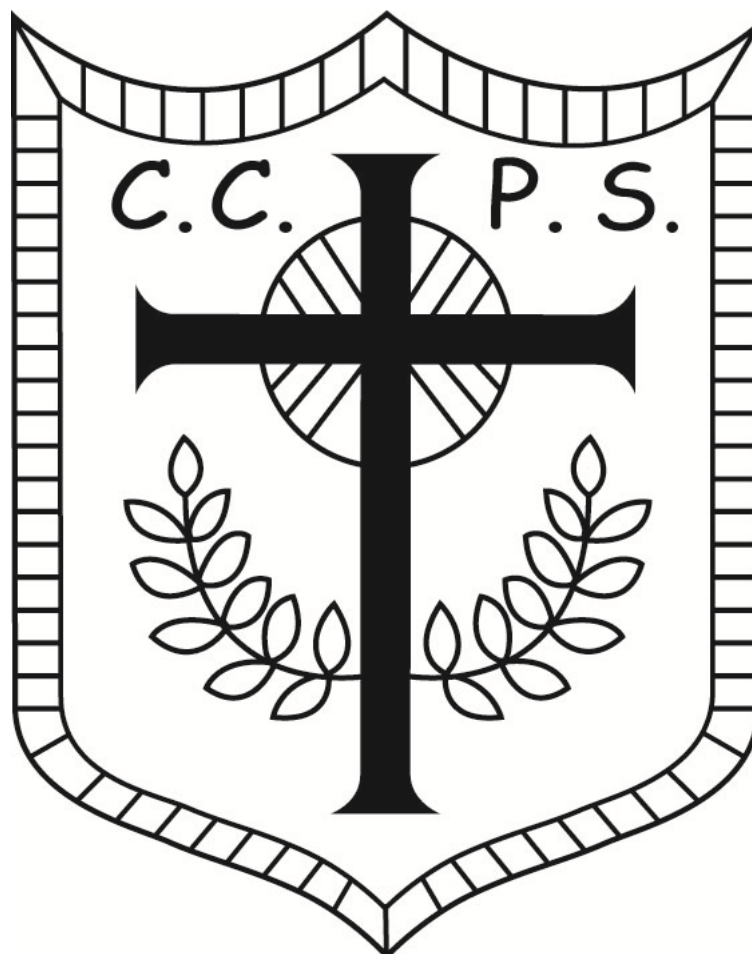


Cotgrave Church of England Primary School



PHYSICAL INTERVENTION POLICY

Reviewed	Spring 2011	Summer 2019		
	Summer 2011	Summer 2021		
	Summer 2013	Spring 2023		
	Summer 2016	Autumn 2023		
	Autumn 2018			



Cotgrave Church of England Primary School

Physical Intervention Policy

(Use of Reasonable Force)

Roles and responsibilities of the Governing Body

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.

This policy will be monitored regularly and reviewed by the governing body at least biennially.

Introduction

Within our school community we value each member and the unique contribution that each makes, assisting individuals in realising their full potential and helping each to use their God-given abilities, gifts and talents to benefit our community, and to support them in leading a full and meaningful life. We help our children to learn right from wrong, to listen and be listened to, to take responsibility for their own actions and to become independent, self-confident learners within a Christian perspective. Each child has the opportunity to learn to take a pride in their work, to do their best and excel in everything they do, and to value and respect honest work. Children are encouraged to be self-reliant, yet able to work closely with others; individually competitive, yet with a strong social conscience. 'Take Care' is at the heart of our school ethos, as we teach and model to each other taking care of ourselves, each other, our community, God's creation and our work.

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 is written in line with Nottinghamshire County Council's policy on the same subject.

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 our Personal, Social and Health Education (PSHE) curriculum to 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 his/her staff who are enabled to use reasonable force. Here at Cotgrave Church of England Primary 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/administrative teams also have the power to use reasonable force if a circumstance should arise in which immediate action should be taken.

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 her/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:

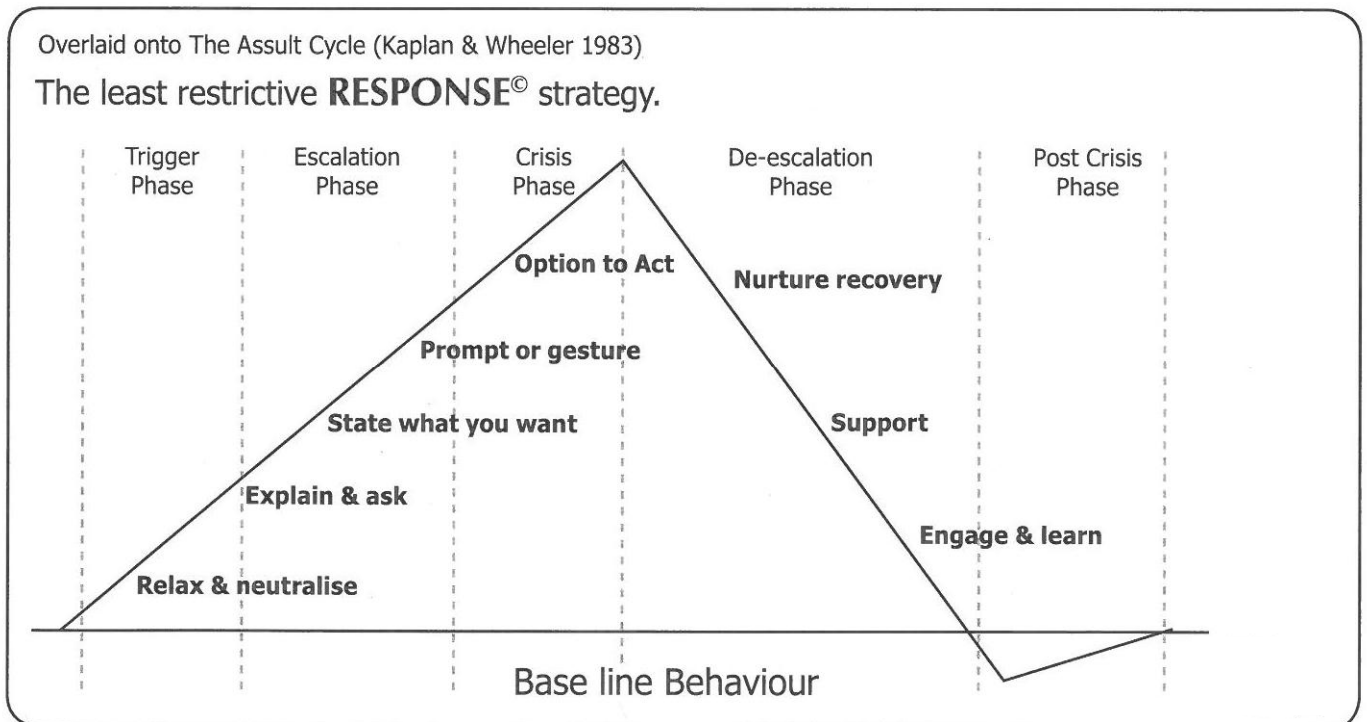
- whether the consequences of not intervening would have seriously endangered the wellbeing of a person;
- whether the consequences of not intervening would have caused serious and significant damage to property;
- whether the chance of achieving the desired outcome in a nonphysical way was low;
- the 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 also use force within the context of existing good practice in nonphysical skills and techniques, such as in the RESPONSE[©] Strategy:



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 is 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 Cotgrave Church of England Primary School, who have been identified as needing training in this area, have previously accessed Physical Intervention training through Nottinghamshire County Council. NCC have previously delivered courses in 'Coping with Risky Behaviours' (CRB) in line with national accreditation. These courses provided 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.

Since January 2023, this model has changed and schools within the Local Authority are now annually risk-assessed to identify the level of support/training required in each school. Staff in this school last received 'whole school' CRB training in January 2023.

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.

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.

Cotgrave Church of England Primary School will use the Nottinghamshire County 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.

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

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 the school's own complaints process will be followed (see Complaints Policy).

Further information

Can be found in the Nottinghamshire County Council's policy on the same subject, entitled 'Keeping Classrooms Safe for Learning and Teaching'

Monitoring and review

This policy will be monitored regularly and reviewed by the governing body at least biennially. On a termly basis the Head Teacher reports any incidents covered by this policy in their report to Governors. The Head Teacher is responsible for the implementation of this policy.

Reviewed Autumn Term 2023

Cotgrave Church of England Primary School

Use of Force to Control/Restrain: Incident Record

Details of pupil or pupils on whom force was used by a member of staff (name/class):	
Date, Time and Location of incident:	
Names of staff involved (directly or as witnesses):	
Details of other pupils involved (directly or as witnesses), including whether any of the pupils involved were vulnerable for SEN, disability, medical or social reasons:	
Description of incident by the staff involved, including any attempts to de-escalate and warnings that force might be used:	
Reason for using force and description of force used:	
Any injury suffered by staff or pupils and any first aid and/or medical attention required:	
Reasons for making a record of the incident:	
Follow-up, including post-incident support and any disciplinary action against pupils:	
Any information about the incident shared with staff not involved in it and external agencies:	
When and how those with parental responsibility were informed about the incident and any views they have expressed:	
Has any complaint been lodged (details should not be recorded here)?	
Report compiled by: Name and Role:	Report countersigned by: Name and Role:
Signature:	Signature:
Date:	Date: