



Policy on Physical Intervention

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INTRODUCTION

At the Island Project, the welfare and well-being of our pupils is paramount.

In this Policy, “the School” means the Island Project School and refers to all employees and contractors (“Staff”), irrespective of whether they work in the School at Diddington Hall, or the College at Birmingham Road.

This Policy covers the use of physical intervention and positive handling at the School to manage physically challenging behaviours

1 GUIDANCE

This policy has been developed in accordance with guidance and advice issued by the Department for Education and entitled “use of reasonable force” July 2013 (“the Guidance”) together with the provisions of The Education Act 1996 and the Education and Inspections Act 2006.

It also takes into account guidance issued by the Health & Safety Executive.

The policy should be read in conjunction with other school policies relating to interaction between adults and pupils, including individual behaviour plans and whole school behaviour policy.

The policy has been prepared for the support of all staff who come into contact with pupils and for volunteers working within the School to explain the School's arrangements for care and control of its pupils

Its contents are available to parents and pupils. A statement about the School's Discipline and Behaviour policy is available to parents in the School prospectus.

2. PURPOSE OF POLICY

Good personal and professional relationships between staff and pupils are vital to ensure good order in the School. It is recognised that the majority of pupils in our School respond positively to the discipline and behaviour intervention practised by Staff.

This ensures the well-being and safety of all pupils and staff in School. It is also acknowledged that in exceptional circumstances, Staff may need to take action in situations where the use of reasonable force may be required.

The School acknowledges that physical techniques are only a minor part of a whole setting approach to behaviour management.

Every effort will be made to ensure that all Staff in this School:

- 2.1 Clearly understand this policy and their responsibilities in the context of their duty of care in taking appropriate measures where reasonable force is necessary: and
- 2.2 are provided with appropriate training to deal with these difficult situations.

3. USE OF RESTRICTIVE PHYSICAL INTERVENTION

Department for Education guidance states that no schools should have a ‘no contact’ policy. There is a real risk that such a policy might place a member of staff in breach of their duty of care towards a pupil, or prevent them taking action needed to prevent a pupil causing themselves or others harm, for example, if there is a clear and present danger to a pupil. In these instances immediate intervention may be required to prevent harm to a child, such as stopping a child falling from a height or running out on to a road.

The School's Health and Safety procedures, including risk assessments, and Studio 3 training coupled with the minimum 1:1 staff to child ratio should prevent any such incident. We would consider any circumstance that required physical intervention to be a very rare occurrence.

When any intervention is required, in the spirit of Studio 3 training, the intervention:

- Uses the least restrictive methods;
- Is movement based;
- Uses gentle physical skills; and
- Is for the shortest time possible.

Staff have extensive training in recognising potential triggers to enable them to defuse any situation before physical intervention is required. When the Studio 3 Walkaround technique is used, any instances are reviewed by our registered BILD trainer, who also reviews practice and policy on a regular basis to ensure best practice.

Any incidents of "hands on" with a pupil must be reported in the Incident Book and in accordance with the School's policies and procedures.

Any concerns or allegations that a member of Staff may have acted inappropriately or in contravention of the School's Physical Handling Policy should be raised immediately in confidence with the School Principal. The School Principal will then contact LADO.

The legal position on use of physical intervention can be found at https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/339092/Restrictive-Physical-Intervention_Final-U.pdf

4. IMPLICATIONS OF THE POLICY

The 1996 Education Act stipulates that reasonable force may be used to prevent a pupil from doing, or continuing to do any of the following:

- Remove disruptive pupils from the classroom
- Prevent pupils from behaving in a way that disrupts a school event or trip
- Prevent a pupil leaving the classroom where to do so would put them or others at risk
- Prevent a pupil from attacking another member of staff or pupil
- To stop a fight
- To restrain a pupil at risk of harming themselves through physical outbursts

Individual members of Staff cannot be required to use physical restraint. However, as staff work in 'loco parentis' and should always operate with an appropriate 'Duty of Care', they could be liable for a claim of negligence if they fail to follow the guidance within this policy.

The application of any form of physical control places Staff in a vulnerable situation. It can only be justified according to the circumstances described in this policy, for example where there is clear and present danger to a pupil or member of staff.

If the only consideration is whether property will be destroyed, this is not a justification for physical intervention.

Staff, therefore, have a responsibility to follow this policy and to seek alternative strategies wherever possible in order to prevent the need for physical intervention.

Reasonable force will only be used as a last resort when all other behaviour management strategies have failed or when pupils or staff are at risk.

5. DEFINITIONS OF POSITIVE HANDLING

No legal definition of reasonable force exists.

However, for the purposes of this Policy, Positive Handling uses the minimum degree of force necessary for the shortest period of time to prevent a pupil harming himself, herself or others.

The scale and nature of any physical intervention must be proportionate to both the behaviour of the individual to be controlled, and the nature of the harm they might cause.

5.1 Physical Contact

This is the situation in which proper physical contact occurs between Staff and pupils, for example :

- the care of pupils and in order to support their access to a broad and balanced curriculum;
- holding the hand of a child in an age appropriate way;
- comforting a distressed pupil;
- to demonstrate exercises or techniques during PE Lessons;
- to give proprioceptive feedback as demonstrated by a qualified Occupational Therapist; or
- as part of any sensory diet devised by a qualified Occupational Therapist;
- where any appropriate physical contact is child led,

5.2 Physical Intervention or control

This may be used to divert a pupil from a destructive or disruptive action, for example guiding or leading a pupil by the arm or shoulder where the pupil is non-compliant or blocking a doorway.

5.3 Physical Control/Restraint

This will involve the use of reasonable force when there is an immediate risk to pupils or staff. It is important to note that the use of 'reasonable force' should be seen as a last resort.

All such incidents must be recorded and be stored in an accessible way.

The level of compliance from the pupil determines whether or not the interaction is an intervention or a control/restraint.

6. UNDERPINNING VALUES

Everyone attending or working in the School has a right to:

- recognition of their unique identity;
- be treated with respect and dignity;
- learn and work in a safe environment;

- be protected from harm, violence, assault and acts of verbal abuse.

Pupils attending this School and their parents have a right to:

- individual consideration of pupil needs by the staff who have responsibility for their care and protection;
- expect Staff to undertake their duties and responsibilities in accordance with the school's policies;
- be informed about School rules, relevant policies and the expected conduct of all pupils and Staff working in School;
- be informed about the School's Complaints Policy.

The School will ensure that pupils understand the need for and respond to clearly defined limits, which govern behaviour in the school.

7. AUTHORISED STAFF

In this School, all teachers and tutors are authorised to use reasonable force within the context of the Guidance

The School provides training for all authorised staff and details of the training are maintained on the Single Central Register.

Authorisation is not given to volunteers or parents.

The School Principal and Curriculum Director are responsible for making clear to whom such authorisation has been given, in what circumstances and settings they may use force and for what duration of time this authorisation will last.

8. TRAINING

All new Staff are trained by the School's BILD trainer using Studio 3 Training System for all Staff

In additional, a further ongoing training programme is provided for all existing staff to ensure that they are fully trained

No member of staff will be expected to undertake the use of reasonable force without this training.

In addition procedures will be put in place to ensure that appropriate support is provided for staff and that following an incident pupil/staff relationships are rebuilt and repaired to ensure that a positive learning environment is maintained.

All the techniques used take account of a young person's;

- age;
- gender;
- level of physical, emotional and intellectual development;
- special needs; and
- social context

Risk Assessments need to be completed against each pupil and will be included in their Behaviour Plans.

The assessment should identify the benefits and the risks associated with the strategies being proposed and form part of the behaviour plan.

9. STRATEGIES FOR DEALING WITH CHALLENGING BEHAVIOUR

As endorsed in the School's Behaviour Policy, Staff utilise consistent positive strategies to encourage acceptable behaviour and good order.

Every effort will be made to resolve difficult situations positively and without harm to pupils or Staff.

Where unacceptable behaviour threatens good order and discipline and provokes intervention, some or all of the following approaches should be taken according to the circumstances of the incident and in accordance with The Guidance

All of the following have to be applied with regard to the receptive level of understanding of the pupil.

- Verbal/ visual/ symbol acknowledgement of unacceptable behaviour with request for the pupil to refrain;
- Secondary acknowledgement stating:
 - that this is the second request for compliance;
 - an explanation of why observed behaviour is unacceptable;
 - an explanation of what will happen if the unacceptable behaviour continues.
- Warning of intention to intervene physically and that this will cease when the pupil complies, if possible summon assistance from a member of Staff allocated to provide behaviour support or a member of the Education team
- Physical intervention. Reasonable force being used to prevent a child harming him or herself, others or property.

Wherever possible assistance will be sought from another member of Staff.

Positive Handling at the School is seen as a proactive response to meet individual pupil needs and any such measures will be most effective in the context of the overall ethos of the school, the way that staff exercise their responsibilities and the behaviour management strategies used.

10. RECORDING

Where physical control or restraint has been used a record of the incident will be kept. This record should be made in the relevant Unit Incident Book. This is a hard-backed book, with numbered pages, retained by the Unit Head.

Appropriate documentation will be completed as soon as possible after the incident, normally prior to Staff leaving for the day and should be signed by all Staff involved and the Unit Head.

When the Studio 3 walkabout has been used, the incidence reports will be reviewed by the BILD trainer.

11. MONITORING INCIDENTS

Whenever a member of Staff has occasion to go hands on with a pupil, this will always be recorded and documented following agreed procedures. Monitoring of incidents will help to ensure that Staff are following the correct procedures and will alert the Education Team to the needs of any pupil(s) whose behaviour may require physical interventions.

Monitoring of incidents will take place on a regular basis and the results used to inform planning to meet individual pupil and School needs.

12. ACTION AFTER AN INCIDENT

The Head of School or Head of Further Education will ensure that each incident is reviewed and investigated further as required. If further action is required in relation to a member of staff or a pupil, this will be pursued through the appropriate procedure:

- Review of Behaviour Programme;
- Child Protection Procedure (this may involve investigations by Police and/or Social Services);
- Staff or Pupil Disciplinary Procedure;
- School Behaviour Policy.

The member of Staff will be kept informed of any action taken.

In the case of any action concerning a member of Staff, they will be advised to seek advice from their professional association/ union.

13. COMPLAINTS

The availability of a clear policy about reasonable force and early involvement of parents should reduce the likelihood of complaints but may not eliminate them.

Any complaints about staff will be investigated through the School's Complaints Policy. If necessary the complaint will be dealt with by the Staff Disciplinary Procedures and/or Child Protection Procedures.