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| 06/10/15 | A Ball | Ready for Consultation |
| 22/07/16 | C McGlone | Amended ready for consultation |
| 02/09/16 | J Travis | Ready for launch |

Physical Intervention Policy

Policy on the use of physical Intervention and physical contact with service users.

AIM/PURPOSE

The main aim of the policy is to ensure that staff have clear guidelines, are aware of their responsibilities and are able to ensure the safety of students and themselves.

GENERAL PRINCIPLES

The right of teachers to use reasonable force is laid down in legislation. Legally, the guiding principle is that teachers may use a level of force proportionate to the possible consequences of a situation. If, for example, a student attacks another child, a member of staff is entitled to use greater force to stop them than if the child was just pulling the other child's hair. If physical intervention is used, it needs to be in a reasonable and proportionate way.

It is the express intention of the school that all members of staff are empowered to intervene in any situation involving students with due regard to the information outlined in this policy.

PHYSICAL INTERVENTION AT MANCHESTER SETTLEMENT SCHOOL

Staff need to ensure that all other means to de-escalate a situation have been used. If force is necessary, then a member of staff should ideally send for support: the more teachers who are present, the better. The member of staff involved should try to keep talking, in a calm voice, explaining what is happening and why. That way, it is clear to everyone that the teacher is in control. The incident should be "logged" afterwards.

While using force can cause complications, so too can standing by and doing nothing, since the duty of care law requires a member of staff to do all that is reasonably expected to protect children's welfare.

There are important rules that all members of staff should know:

don't pin children to the ground
don't obstruct their breathing
and never apply pressure to joints.

Key points are as follows:

We do not adopt a 'no-contact' policy.

It is unlawful to use force as a means of punishment.

Members of staff have a duty of care to pupils, but are not required to put their own safety at risk.

Reasonable force may be used to prevent pupils committing a criminal offence, injuring themselves or others or damaging property.

Physical intervention may also be used to maintain good order and discipline, e.g. shepherding a child back to his or her work.

Incidents where force is used should be "logged" and parents informed, preferably by a phone call.

Power to search pupils without consent

In addition to the general power to use reasonable force described above, headteachers and authorised staff can use such force as is reasonable given the circumstances to conduct a search for the following "prohibited items"

- knives and weapons
- alcohol
- illegal drugs
- stolen items
- tobacco and cigarette papers
- fireworks
- pornographic images
- any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property.

Force **cannot** be used to search for items banned under the school rules.

Schools do not require parental consent to use force on a student.

PREVENTATIVE MEASURES

In order to plan for the needs of individual service users and safety of staff, Manchester Settlement aims to identify together with parents, carers and relevant agencies, any service user whose behaviour is potentially thought to require physical intervention, and to consider the needs of those service users in relation to:

- Any individual medical, social, behavioural, learning or cultural factors
- Any individual support plans, pastoral support programmes, medical support or personal education plans which support the service user.

All service users have up to date personal risk assessments completed at the point of referral undertaken by relevant staff, detailing any control/intervention measures to be taken to either to diffuse the behaviour or negate its effects. Parents/carers will be informed about these strategies. The risk assessment will be reviewed every 3 months or sooner if necessary.

The Manchester Settlement reserves the right to refuse admission to any service user who may pose a threat to the safety of others.

RECORDING INCIDENTS

Any incident of physical intervention should be reported to the Headteacher and/or Operations Manager in the first instance. The use of physical interventions, should always be recorded as soon as practicable (and in any event within 24 hours of the incident) by the person (s) involved in a bound book with numbered pages. The contents of the restraint log should be regularly reviewed and monitored and appropriate action taken.

The written record should indicate:

Names of the staff and child/young person(s) involved

Reason for using a physical intervention (in terms of harm prevented)

What the intervention used was

Time, date and duration of the intervention

Whether the young person(s)/child or anyone else experienced injury or distress and if they did, what action was taken

Names of any witnesses

Views of the young person/child where appropriate.

It is important that parents are notified when their son/daughter has been involved in any Physical Intervention.

REFLECT, REPAIR AND RESTORE

It is important that a restorative approach is applied after any incident. This should:
focus on the harm that has been done
focus on how the harm can be repaired.

PHYSICAL CONTACT

Staff will make professional and sensitive judgements about the nature and extent of their physical contact with service users, taking into account cultural sensitivities and gender differences, the needs of adolescent service users and those who may be particularly vulnerable following previous trauma and abuse.

Acceptable forms of physical contact

There are occasions when staff will have cause to have physical contact with pupils for a variety of reasons, for example:

to comfort a pupil in distress (so long as this is appropriate to their age);

to gently direct a pupil;
for curricular reasons (for example in PE, Drama etc);
in an emergency to avert danger to the pupil or pupils;
in rare circumstances, when reasonable force is warranted.
In all situations where physical contact between staff and pupils takes place, staff must consider the following:

the pupils age and level of understanding;
the pupils individual characteristics and history;
the location where the contact takes place (it should not take place in private without others present).

Physical contact will not be made with the participants' neck, breasts, abdomen, genital area, other sensitive body parts, or to put pressure on joints.
It will not become a habit between a member of staff and a particular pupil.

Staff must follow Manchester Settlements code of conduct.

STAFF TRAINING

We take the view that staff should not be expected to put themselves in danger and that removing other pupils and themselves from risky situations may be the right thing to do. We value staff efforts to rectify what can be very difficult situations and in which they exercise their duty of care for pupils and children.

Staff will be offered appropriate physical intervention training as soon as is practicable after commencement of employment. This will be updated as required.

MONITORING AND EVALUATION

This will involve key personnel including the Leadership Team, those with significant pastoral responsibility and representatives of the wider staff.
Changes to the policy will be approved by the CEO.