

Physical Intervention Policy

Adopted by the Board of Trustees

Date: 4th Feb 2020

Trustee Reviewers: Julie Horton

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1. General Data Protection Regulations



This policy has been reviewed in accordance with the General Data Protection Regulation (GDPR) which will replace the Data Protection Act 1998 from 25th May 2018. The introduction of GDPR has resulted in changes to many existing data protection rules and regulations that educational establishments adhere to. The Evolve Trust has undertaken a full data protection audit and have ensured that appropriate changes that have been made to data protection rules and regulations have been adhered to in full. The Evolve Trust has carried out all additional compliance requirements and fully accepts their duty of care to ensure individuals' data is kept safe and secure, resulting in increased compliance in our systems, processes and policies.

2. Objectives

The Bramble Academy aim to provide a safe, caring and friendly environment for all our pupils to allow them 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 Bramble or on an academy-run activity.

This policy must be read in conjunction with the Child Protection/Safeguarding Policy and the Behaviour Policy.

3. Minimising the need to use reasonable force

As an Academy 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 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. They also understand the need to create positive learning environments and the important place that this has in preventing incidents from occurring in the first place.

Staff will only use reasonable force when the risks involved in doing so are outweighed by the risks involved by not using force.

4. Staff authorised to use reasonable force

Under Section 93 of the Education and Inspection Act (2006) the Executive Principal (head teacher) of our academy is empowered to authorise those members of his/her staff who are enabled to use reasonable force where appropriate.

Here at The Bramble Academy, the Executive Principal 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.

5. 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)
- prejudicing the maintenance of good order and discipline at the Academy or among any pupils receiving education at the academy, 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 and 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.

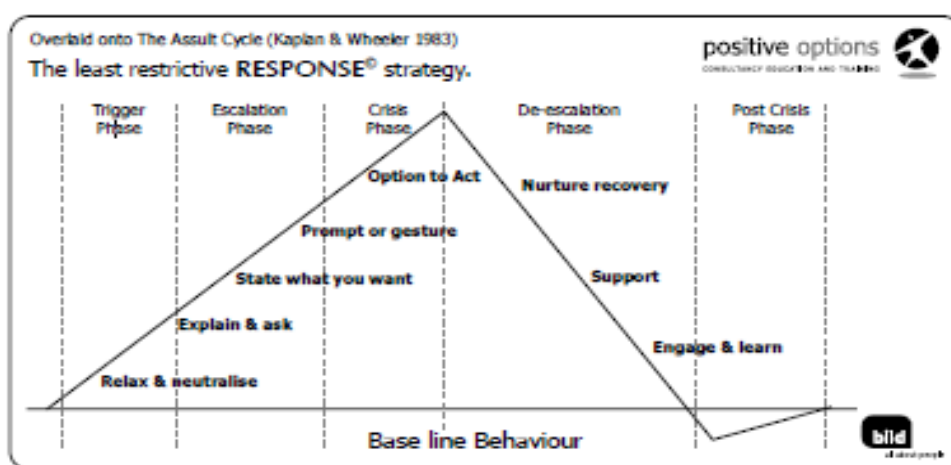
Staff will be kept informed and have a duty to inform others about the plans around specific pupils who can present risks to themselves and others. This may include information about SEN, personal circumstance and temporary upset.

6. 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:

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

7. Staff training

Staff at The Bramble Academy, who have been identified as needing training in this area, will access Coping with Risky Behaviours training (CRB) training 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.

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 every 12-15 months.

8. Recording and reporting incidents

The Scrutiny Board will ensure that a procedure is in place, and it 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, staff at the Academy will 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 educational 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, the Academy will endeavour to display good practice and let parents know about them.

Records are important in providing evidence of defensible decision-making in case of a subsequent complaint or investigation. Staff will find it helpful to seek the advice of a senior colleague or a representative of their trade union when compiling a report.

The Bramble Academy report all incidents of physical intervention and this is overseen by the Designated Safeguarding Lead/Executive Principal.

9. 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.

10. 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 we will ensure that the guidelines set out in the academy complaints procedure are adhered to.

11. Monitoring and review

This policy will be monitored regularly and reviewed by the governing body at least annually or as required.

The Designated Safeguarding Lead/Executive Principal is responsible for the implementation of this policy and Mrs Julie Horton as the Link Scrutiny Board member.