



Elmfield Rudolf Steiner School

Physical Intervention Policy

October 2019

| Policy Tracker – Responsibility for monitoring this policy: Simon Birch (Interim School Lead) (Reviewed annually or in response to changes in legislation) | | | |
|--|---------------------------------|------------------------------|---|
| Date | Reviewed and Updated By: | Role | Date Approved by the Governing Board |
| 27/04/18 | Diana Ball | Education Lead | 22/05/18 |
| 08/02/19 | Diana Ball | Education Lead | |
| 20/02/19 | Diana Ball | Education Lead | 21/05/19 |
| 23/05/19 | College of Teachers | | |
| 15/08/19 | Change of name update | | |
| 03/10/19 | Ruth Beachim-Ratcliffe | Designated Safeguarding Lead | 08/10/19 |
| 15/7/20 | Change of name update | | |

Physical Intervention Policy

General statements

- Elmfield's physical intervention policy is guided by the DfE non-statutory publication *Use of Reasonable Force Advice for headteachers, staff and governing bodies (July 2013)*.
- Good behaviour and self-discipline are actively and positively fostered at Elmfield and as such are the primary tools in managing behaviour.
- Physical intervention must be seen within the context of the behaviour and discipline policies of the school.
- To meet the definition of "reasonable," any physical intervention must be both necessary and proportionate under the circumstances in which it occurs. The use of unnecessary force would be considered to be bullying.
- In this policy, restraint is defined as "using force or restricting liberty of movement." Restraint is an extremely rare occurrence at Elmfield and therefore not a situation that staff members are likely to encounter with any regularity. Staff must not attempt to restrain a pupil unless they have up to date training in physical intervention. The only exception to this rule is if the child or member of staff is thought to be at immediate risk of serious harm or death.
- It is recognised that warm physical contact can be an appropriate and comfortable part of school life. Staff may at times give appropriate physical comfort especially with younger pupils where they judge it would be beneficial for the pupil in the event, for example, of pupil distress. Usually it is best for adults not to initiate such contact.
- Reassurance may occasionally be appropriate, for example a pat on the arm or shoulder.

Strategies for avoidance of behaviour which may require physical intervention include:

- Liaison with parents
- Awareness-raising of behaviour or situations likely to become problematic at the appropriate departmental or staff meeting, or at the College of Teachers' meeting
- Consistency of approach by staff towards pupils
- An individual programme or report book
- The school's Behaviour and Discipline Policy
- The school's Exclusion Policy
- The school's Staff Code of Conduct

Situations which might require the use of physical intervention or restraint, including the use of reasonable force:

- Where a pupil is causing or is highly likely to cause injury to themselves or to another person
- Where a pupil tries to attack someone else
- Where someone is causing serious damage to property
- Where a child is running out of the building or school grounds and likely to place themselves at an unacceptable risk of harm
- To prevent a pupil from committing a criminal offence

Defusing the situation

Physical intervention or restraint, including the use of reasonable force, should only be used when all other strategies have been exhausted. The person with the most flexibility of behaviour controls the situation. Staff should always attempt to defuse the situation first, by for example:

- Giving appropriate verbal instructions and warnings, e.g. 'Stop it!'
- Making clear the expectations of all concerned and the likely consequences if behaviour deteriorates further
- Using eye contact with positive and calming facial expression
- Making appropriate use of humour
- Adjusting body position to ensure minimum threat to pupil and maximum safety for all concerned - generally a sideways stance
- Seeking help from others to defuse the situation

Physical intervention

- Staff must not attempt to restrain a pupil unless they have up to date training in physical intervention. The only exception to this rule is if the child or member of staff is thought to be at immediate risk of serious harm or death.
- Physical intervention should only be used when necessary and as a last resort and the degree should not exceed the level of force of the presenting behaviour.
- A calm and measured approach is crucial. Physical intervention should always be used with care.
- Physical intervention should not be used if the member of staff believes it could make the situation worse. (Of course, this is very hard to judge in advance.)
- Physical intervention must always be an act of care and control and never punishment or result from a loss of control by the staff member.
- The minimum force necessary to prevent the possibility of harm to persons or property should be used.
- It should only continue for the minimum time for it to be effective.
- The intention is to help the young person regain their self-control.
- The method of physical intervention must depend for its efficacy on the technique rather than the size of the staff member.
- Every effort should be made as far as possible to ensure the presence of another member of staff as witness and assistant.

Permissible methods of physical intervention

The degree of force used must be proportionate to the severity of the behaviour or the consequences it is intended to prevent, and must be appropriate in the circumstances considering the age, gender and understanding of the pupil concerned. It should be the minimum necessary to achieve the desired results, for example:

- Blocking a pupil's path
- Physically interposing between pupils who are fighting
- Leading a pupil by the hand or arm
- Shepherding a pupil away by placing a hand in the centre of the back, or, in more extreme circumstances, using more restrictive holds
- Attempting to calm the situation by communicating and making it clear that the contact will stop as soon as it is no longer necessary

- A young child striking out, hitting, scratching, biting or pulling hair may need their hands and/or feet holding
- A young child may need to be taken to another space to have a tantrum/scream/speak out

The following are not permissible:

- Holding around a pupil's neck, by his/her collar, or in such a way as might restrict breathing
- Slapping, punching or kicking
- Twisting or forcing limbs against a joint
- Tripping up
- Pulling or pushing
- Holding or pulling by hair or ear
- Holding a pupil face down on the ground
- Holding in a way that might be considered indecent
- Using threats of violence

Record-keeping, post incident support, monitoring and review

- All incidents or accusations of physical intervention should be reported to the Education Lead immediately, using the appropriate incident form (below), which must be completed in full
- Witnesses will be interviewed if appropriate
- Parents must be notified immediately
- There must be a post incident review with the pupil (if deemed old enough) as soon as it is judged likely to be effective
- Implications for this policy should be considered as a part of the outcome
- The school has a duty of care to ensure the health and safety of its staff and pupils and therefore exclusion may result from such a situation
- Incident data will be analysed by the Education Lead to spot any emerging patterns. Any such patterns will then be brought to the attention of the Co-ordination Group and interventions put in place as necessary.

INCIDENT FORM

To be completed on day of incident

| | | |
|---|--|-----------------|
| Person reporting incident: | Date of report: | Time of report: |
| People involved: | | |
| <p>What happened?</p> <p>Time: _____ Date: _____</p> <p>Details:</p> | | |
| Who was present? | | |
| Action taken and by whom: | <p>Were any of the following required?</p> <ol style="list-style-type: none"> 1. First Aid 2. Emergency Services 3. Emergency Repairs 4. Other | |
| <p>Who has been informed?</p> <ol style="list-style-type: none"> 1. Class Teacher/Guardian 2. Parents 3. Department Lead 4. Safeguarding Lead 5. Education Lead 6. Chair of College 7. Estates 8. Bursar 9. Police 10. Other <p>[tick as appropriate]</p> | | |
| Further Action Needed/Recommended: | | |

Last reviewed 3rd October 2019 by Ruth Beachim-Ratcliffe