



NOTLEY HIGH SCHOOL & BRAINTREE SIXTH FORM

Physical Restraint and Intervention Policy

Last reviewed:	January 2018
Next review due:	January 2020
Ratified Committee:	January 2018
Ratified Full Governors:	Tbc March 2018
Designated Postholder:	Mrs Mel Townsend Assistant Headteacher

Notley High School and Braintree Sixth Form Physical Restraint and Intervention Policy

1 Aims

The aims of this policy are to:

- explain the rights of staff to use physical restraint when necessary;
- explain the circumstances in which physical restraint may be justified;
- set out the recording and reporting system; and
- explain the various responsibilities.

2 Powers of members of staff to restrain students by use of force

- a. *The Education and Inspections Act 2006* confirmed the right of staff to use 'such force as is reasonable' for the purpose of preventing a student from:
 - committing an offence;
 - causing personal injury to, or damage to the property of, any person (including themselves); and
 - prejudicing the maintenance of good order and discipline.
- b. The explanatory notes to the Act give an example of 'reasonable force' - leading a student by the arm to enforce an instruction to leave the class. However, nothing in the law concerning the use of reasonable force legitimises corporal punishment.
- c. For students with known severe behavioural difficulties, only trained members of staff are allowed to use restraint techniques. No member of staff should physically restrain students exhibiting extremes of behaviour unless so trained.

3 Right to search students

- a. *The Violent Crime Reduction Act 2006* gives the Headteacher, and any member of the School staff authorised by the Headteacher, who has reasonable grounds for believing that a student may have with him/her or in his/her possession a knife or offensive weapon, the right to search that student.
- b. The Headteacher must ensure that the person carrying out the search is of the same sex as the student and the search must be carried out in the presence of another adult also, if possible, of the same sex as the student. If a transgender student needs to be searched then, wherever possible, the student should be offered the option to be searched by a male or female member of staff, supported by another staff member. The student cannot be required to remove any clothing other than outer clothing and if the student's possessions are searched this must also be done in the presence of another adult. The person carrying out the search is able to use such force as is reasonable in the circumstances for exercising that power.

- c. The Headteacher cannot normally 'require' the school staff to conduct the searches, only 'authorise' them to do so. But they may 'require' security staff to carry out searches.
- d. If a search reveals any 'offensive weapons' or knives, or 'evidence in relation to an offence' the school MUST inform the police immediately. The school has no discretion in this, not even if the school wishes to resort solely to internal discipline procedures.

4 Circumstances where physical restraint may be justified

- a. Physical restraint should only be used as a last resort; other non-physical strategies for diffusing the situation must be tried first.
- b. Whenever possible, the age, level of understanding and gender of the student should be considered.
- c. If there is a need to restrain a student with known behavioural difficulties, only staff trained in appropriate restraint techniques should attempt to restrain such students.
- d. The Governing Body appreciates that in some instances (such as stopping a student who is running down a corridor) staff may have to act quickly, and without having the time to consider all the circumstances.
- e. Examples of behaviour likely to lead to restraint:
 - physical attack by a student on an adult/other student;
 - deliberate damage to school property;
 - a student behaving in a way which places others at risk, e.g. pushing, tripping on a staircase, rough play or running in a corridor;
 - preventing a student running into a busy road;
 - refusal by a disruptive student to leave the classroom.
- f. Restraint is NOT a punishment and must not be used as such:
 - ASSISTANCE should be sought whenever possible.
 - the student(s) should be told that this has been done.
 - any other students who are at risk should be removed.
 - the use of restraint in a one-to-one situation should be avoided, witnesses are important.
- g. Restraint should not lead to injury: staff SHOULD NOT:
 - hold a student around the neck or collar, or in a way that might restrict breathing;
 - slap, punch or kick;
 - twist or force limbs against a joint;
 - trip;
 - hold or pull by the hair or ear; or
 - hold a student face down on the ground.

5 Physical contact with vulnerable students

- a. Normally all staff should avoid physical contact with students. It is accepted that some more vulnerable students, and particularly those with Special Educational Needs, require more physical contact than other students in order to assist with their everyday learning. This is entirely appropriate and proper for staff, but it is crucial that they only do so in ways appropriate to their professional role and in accordance with the school's policies on which restraint techniques may be used and by whom. Except in an emergency, only trained staff should use restraint techniques on vulnerable students with behavioural difficulties, and the techniques which may be used are only the ones that the member of staff is trained to use.
- b. Specific arrangements should be:
 - understood and agreed by all concerned;
 - justified in terms of the student's needs;
 - consistently applied;
 - open to scrutiny; and
 - reviewed regularly.
- c. When physical contact is made with students this should be in response to their needs at the time, of limited duration and appropriate given their age, stage of development, gender, ethnicity and background.
- d. If a member of staff believes that an action could be misinterpreted, the incident and circumstances should be recorded as soon as possible on the School's Incident Log (see appendix A) and, if appropriate, a copy placed on the student's file.

6 Staff Code of Conduct

- a. Staff at this School are expected to:
 - be aware that even well intentioned physical contact may be misconstrued by the student, an observer or by anyone to whom this action is described;
 - always be prepared to explain actions and accept that all physical contact will be open to scrutiny;
 - be aware of the Government guidance in respect of physical contact with students and meeting medical needs of students; and
 - ensure that all incidents are reported and logged in the School's Incident Log.
- b. Staff may legitimately intervene using physical restraint to maintain good order and discipline and prevent a student from:
 - committing a criminal offence;
 - injuring themselves or others;
 - causing damage to property;
 - engaging in behaviour prejudicial to good order
- c. Staff should have regard to the health and safety of themselves and others.

- d. In all cases where physical intervention is deemed necessary, the incident and subsequent actions should be documented and reported.
- e. Under no circumstances should physical force be used as a form of punishment.
- f. The use of unwarranted physical force is likely to constitute a criminal offence.
- g. Staff at this school must:
 - adhere to the School's Physical Intervention Policy;
 - always seek to defuse situations; and
 - always use minimum force for the shortest period necessary.

7 Training and support

The Headteacher will ensure that appropriate training is provided for key staff. Records of training will be recorded centrally on the CPD log with details stored on staff files.

8 Equal Opportunities

In implementing this policy all staff must take account of the school's Equality Policy. Only trained staff are authorised to use permitted restraint techniques on students with disabilities who may exhibit behavioural difficulties.

9 Responsibilities

The Governing Body is responsible for preparing and reviewing this Policy. The Headteacher is responsible for the implementation and monitoring of this policy within the school. All staff shall be made aware of this policy and have a duty to ensure that it is implemented.

10 Monitoring and Review

- a. The Headteacher will:
 - ensure that a recording and reporting system is in place and is maintained;
 - ensure that a senior member of staff is in charge of the Incident Log (see Appendix 1) and reports regularly to the Leadership Team.
 - report incidents and the outcome to the Governing Body.
- b. The Governing Body will review the policy every two years
The next review will be January 2020.

ASSOCIATED RESOURCES

<http://www.education.gov.uk/schools/pupilsupport/behaviour/behaviourpolicies/f0077153/use-of-reasonable-force>

<http://www.education.gov.uk/schools/pupilsupport/behaviour/f0076897/screening>

<http://www.education.gov.uk/aboutdfe/advice/f0076882/ensuring-good-behaviour-in-schools/allegations-of-abuse-against-staff>

<http://www.homeoffice.gov.uk/publications/police/operational-policing/pace-codes/?view=Standard&pubID=810826>

INCIDENT LOG

Date:	Time:	Staff member:
Student:	Tutor group:	Place of incident:
Adult witnesses:	Student witnesses:	Reason for force:
Incident leading to restraint. Please continue on separate sheet if necessary.		
Student's behaviour (what was said, strategies used to diffuse situation, force used, how it was applied and for how long). Please continue on separate sheet if necessary.		
Student response. Please continue on separate sheet if necessary.		
Details of any injury/damage to property. Please continue on separate sheet if necessary.		
Senior member of staff summoned:		
Headteacher informed* <input type="checkbox"/> Head of House informed* <input type="checkbox"/> Parent/Carer informed* <input type="checkbox"/> <i>*Please tick</i>		

THIS FORM MUST BE COMPLETED THE SAME DAY, COPY TO THE HEADTEACHER