



Enriching children's lives through practical learning and outdoor activities

Physical intervention policy

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1. Policy Statement

At 'FLOURISH AT THE FARM', we are committed to a behaviour policy which encourages children and young people to make positive behaviour choices. On rare occasions circumstances may result in a situation that requires some form of physical intervention by staff.

Our policy for physical intervention is based upon the following principles:

- Physical intervention should be used only as a last resort when other appropriate strategies have failed.
- Any physical contact should be only the minimum required.
- Physical intervention must be used in ways that maintain the safety and dignity of all concerned.
- Incidents must be recorded and reported to the Directors as soon as possible

Parents and referrers will be informed of each incident

2. The Legal Framework

Section 93 of the Education & Inspections Act 2006 allows 'teachers and other persons who are authorised by the Directors who have control or charge of pupils to use such force as is reasonable in all the circumstances to prevent a pupil from doing, or continuing to do, any of the following:-

- causing injury to his/herself or others
- committing an offence
- damaging property
- prejudicing the maintenance of good order & discipline'

3. How we approach this area

At 'FLOURISH AT THE FARM' we aim to avoid the need for physical intervention and regard this as a last resort in a minority of situations. We always aim to deal with behaviour using a positive approach and therefore this policy should be read in connection with our Managing Behaviour Policy and Child Protection & Safeguarding Policy. It is not possible to define every circumstance in which physical restraint would be necessary or appropriate, and staff will have to exercise their own judgement in situations which arise within the above categories.

Staff should always act within 'FLOURISH AT THE FARM''s policy on behaviour and discipline, particularly in dealing with disruptive behaviour. Staff should be aware that when they are in charge of young people during the 'FLOURISH AT THE FARM' day, or during other supervised activities, they are acting in loco parentis and have a 'Duty of Care' to all young people they are in charge of. They must, therefore, take reasonable action to ensure all students' safety and wellbeing. Staff are not expected to place themselves in situations where they are likely to suffer injury as a result of their intervention.

4. Use of Physical Restraint

Physical restraint should be applied as an act of care and control with the intention of re-establishing verbal control as soon as possible and, at the same time, allows the student to regain self-control. It should never take a form which could be seen as punishment. Staff are only authorised to use reasonable force in applying physical restraint, although there is no absolute definition of this. What constitutes reasonable force depends upon the particular situation and the young person to whom it is being applied. However, as a general rule, only the force necessary to stop or prevent danger should be used, in accordance with the guidelines below. In all circumstances, alternative methods should be used as appropriate

with physical intervention or restraint, a last resort. When physical restraint becomes necessary

DO:

- Tell the student what you are doing and why
- Use the minimum force necessary • Involve another member of staff if possible
- Tell the student what s/he must do for you to remove the restraint (this may need frequent repetition)
- Use simple and clear language
- Hold limbs above a major joint if possible e.g. above the elbow
- Relax your restraint in response to the pupil's compliance

DON'T:

- Act in temper (involve another staff member if you fear loss of control)
- Involve yourself in a prolonged verbal exchange with the student
- Involve other students in the restraint
- Touch or hold the student in a way that could be viewed as sexually inappropriate conduct
- Twist or force limbs back against a joint
- Bend fingers or pull hair
- Hold the student in a way which will restrict blood flow or breathing e.g. around the neck
- Slap, punch, kick or trip up the student
- Use physical restraint or intervention as a punishment

5. Actions After an Incident

Physical restraint often occurs in response to highly charged emotional situations and there is a clear need for debriefing after the incident, both for the staff involved and the student. The Directors should be informed of any incident as soon as possible and will take responsibility for making arrangements for debriefing once the situation has stabilised. An appropriate member of the teaching staff should always be involved in debriefing the student involved and any victims of the incident should be offered support, and their parents informed.

If the behaviour is part of an ongoing pattern it may be necessary to address the situation through the development of a behavioural plan, which may include an anger management programme, or other strategies agreed by the Education Manager and referring agencies. This may require additional support from, other services, for example the Local Authority.

In some circumstances an Early Help may be appropriate to help identify an additional need for a particular child. It is also helpful to consider the circumstances precipitating the incident to explore ways in which future incidents can be avoided.

All incidents should be recorded immediately at the centre office. All sections of this report should be completed so that any patterns of behaviour can be identified and addressed. In the event of any future complaint or allegation this record will provide essential and accurate information.

A member of the leadership team will contact parents as soon as possible after an incident, normally on the same day, to inform them of the actions that were taken and why, and to provide them with an opportunity to discuss it.

6. Risk Assessments

Student Risk Assessments are completed by the referrers of students coming to 'FLOURISH AT THE FARM' as part of the acceptance process for new students procedure. If this process highlights that any of our students may be in need of planned and proactive behavior support then, if a place is given to the young person, this will be put in place for them by working with parents/carers and support agencies. If we become aware that a student is likely to behave in a disruptive way that may require the use of reasonable force, this will be taken into consideration when deciding whether to offer the young person a place, and we will plan how to respond if the situation arises. Such planning will address:

- Strategies to be used prior to intervention
- Ways of avoiding 'triggers' if these are known
- Involvement of parents to ensure that they are clear about the specific action the school might need to take
- Briefing of staff to ensure they know exactly what action they should be taking (this may identify a need for training or guidance)
- Identification of additional support that can be summoned if appropriate
- 'FLOURISH AT THE FARM''s duty of care to all students and staff

7. Complaints and Allegations

A clear restraint policy, adhered to by all staff and shared with parents, should help to avoid complaints from parents. It is unlikely to prevent all complaints, however, and a dispute about the use of force by a member of staff might lead to an investigation, either under the complaints disciplinary or allegation management procedures. It is our intention to inform all staff, students and parents about these procedures and the context in which they apply.

Links to other policies

- Managing Behaviour Policy
- Child Protection & Safeguarding policy