



Diocese of Salisbury
Academy Trust

POLICY FOR THE USE OF FORCE TO CONTROL OR RESTRAIN PUPILS

Diocese of Salisbury Academy Trust

The law states that any member of staff may use reasonable force to prevent a pupil from

- Committing a criminal offence
- Causing personal injury or damage to property
- Prejudicing the maintenance of good order and discipline

It is always unlawful to use force as a punishment.

For full guidance, refer to the April 2010 DfE document, '*The Use of force to control or restrain pupils*'. All staff at Academy have been given copies of the guidance summary and this policy and have received training, either directly or by cascade.

Minimising the need to use force

Force is only used as a last resort and therefore our academy has a variety of effective strategies in place which minimise the need for physical restraint.

Preventative measures include:

- Close relationships with pupils built on trust, patience, understanding and the giving of time, to talk about issues and feelings
- An agreed PHSE whole academy programme
- Good support from parents and families
- An effective Behaviour Management strategy
- Effective deployment of support staff
- A creative curriculum which interests and stimulates
- Adults who role model good relationships
- A commitment to teaching 'the whole child'
- Knowledge of our pupils as individuals
- Assessing situations and being proactive

Deciding whether to use force.

Knowledge of individual pupils is crucial, especially pupils with disabilities and SEND to ensure that pupils are treated reasonably.

There is no precedent – all cases are independent of each other and depend on the circumstances of each child and each situation.

Staff should consider the 3 bullet points at the top of the policy.

Types of incidents which might require the use of force

Fighting
Attack
Wilful damage to property
Causing injury
Absconding from the premises or threatening to, when this could put them in danger or endanger others
Defying an instruction (*e.g to leave the classroom*)
Disruption to lessons
Disruption to an academy event

How to use force safely

The force used should follow agreed guidelines of which all staff should be aware. Staff are not permitted to use any other type of force or restraint which might be used in other situations outside of the academy or is recommended by other establishments.

Force may be used for two reasons: - control and restraint.

Control – can be passive physical contact; eg, standing between two pupils or blocking their path, or active physical contact; eg, leading a pupils by the hand or arm or ushering a pupil away.

Restraint – the physical prevention of a child from continuing to do what they are doing when they have been told to stop.

When faced with an incident and before force is used, staff should:

- Send for adult help
- Act calmly and in a measured manner
- Show no anger or frustration
- Talk constantly and assertively to the pupil, repeating instructions and telling him/her what they are about to do and why
- Give a commentary to other adults in the vicinity about what you are doing and are going to do
- Never meet a child's anger with your own – a child who has lost control needs to be met by an adult who is calm and rational.
- Minimise all danger to others

Staff should make every effort not to harm a pupil or restrain a pupil in a way which might be interpreted as sexually inappropriate. For this reason, it is recommended that whenever possible, male members of staff do not physically control or restrain female pupils.

Be aware that an ill-advised or spontaneous physical intervention can escalate the problem.

Risk Assessments

RAs and Behaviour Plans are in place for individual pupils where there is a high likelihood of necessary physical restraint.

Recording and Reporting Incidents

All significant incidents are recorded on the Physical Restraint Record Sheet – appendix to this policy. These are kept by the Principal.

The Principal keeps an informal log of all incidents.

Parents are informed verbally and in writing by letter (not a copy of the incident form) within 24 hours of an incident where physical restraint has been used with their child.

Incidents will be reported to the Local Advisory Board via the termly principals report.

In determining whether incidents are significant, academy should consider:

- The pupils 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

Post Incident Support

After an incident has occurred the following procedures must be instigated:

- Appropriate First Aid as necessary to all parties including staff and the recording of injuries according to academy procedure
- Medical help if necessary
- Emotional support to pupil(s) and adult(s).
- Discussions with parents
- Implementation of the Behaviour Management procedure and possible Exclusion procedure.

Complaints and allegations

Any complaints should be dealt with by following the Complaints procedure.

If policy and procedure have been followed, all staff can expect support from the Leadership and Management of the academy.

Monitoring and review

Restraint of pupils will be monitored and reviewed, assessing severity and frequency. A review of policies and /or proactive strategies might be needed and Risk Assessments/Behaviour Plans for individual pupils who may be at risk of further offence.

Members of staff should not put themselves at risk. An individual would not be considered to be failing in their duty of care by not using force to prevent injury or damage, if doing so threatened their own safety.

Linked Document

The most important linked document is the Guidance from the DfE, *'The use of force to control and restrain pupils.'* April 2010

Agreed date.....

Review date.....