

### **Authorised Staff**

In the New Wave Federation: all staff are authorised to use reasonable force within the context of The Education and Inspection Act 2006 – ‘The use of reasonable force to control and restrain pupils’. The school provides training for staff and the Headteachers retain a list of all those staff trained.

### **Staff from the LEA working within the school**

Support services will have their own policies for care and control of pupils.

When working within the school, it is the Headteachers responsibility to ensure that colleagues from support services are aware of the Federation’s policy and practice.

### **Action after an incident**

The Headteacher will ensure that each incident is reviewed and investigated further as required. If further action is required in relation to a member of staff or a pupil, this will be pursued through the appropriate procedure: child protection procedure (this may involve investigations by police and/or social services); staff or pupil disciplinary procedure; school behaviour policy; or exclusions procedure in the case of violence or assault against a member of staff.

The member of staff will be kept informed of any action taken. In the case of any action concerning a member of staff, he/she will be advised to seek advice from his/her professional association/union.

### **Complaints**

The availability of a clear policy about reasonable force and early involvement of parents should reduce the likelihood of complaints but may not eliminate them.

Any complaints about staff will be investigated through the school’s Complaints Policy. If necessary, the complaint will be dealt with by the Staff Disciplinary Procedures and/or Child Protection Procedures.

### **Recording**

Where physical control or restraint has been used, a record of the incident will be kept. This record should be made in the school Serious Incident Book. This is a hard-backed book, with numbered pages, retained by the Headteachers and containing a brief reference to the detailed Restraint Form.

The Restraint Form will be completed as soon as possible after the incident, and be signed by all staff involved and the Headteacher. A Health and Safety Accident/Incident Form will be completed and returned to the Learning Trust in situations where injury has occurred to either members of staff or pupils. Where staff have been involved in an incident involving reasonable force, they should have access to support as appropriate needs.

### **Training**

It is the responsibility of the Headteachers to arrange suitable training. No member of staff will be expected to undertake the use of reasonable force without appropriate training.

Arrangements will be made clear as part of the induction of staff and training will be provided as part of on-going staff development.

Following a review of existing school practice, in consultation with governors/staff and the Hackney Learning Trust, the New Wave Federation use Team Teach methods, providing this approach continues to adopt the British Institute for Learning Difficulties (BILD) Code of Practice on physical intervention, and has been or is working towards being accredited through the BILD Physical Interventions Accreditation Scheme. The New Wave Federation acknowledges that physical techniques are only a part of a whole setting approach to behaviour management.

The governors of the school are committed to working within the Hackney Learning Trust’s framework for accessing training in that;

1. It will review its behaviour policy on a two-year cycle;
2. Training will be delivered on a needs-based approach and procedures are in place to monitor incidents, following a behavioural audit and implementation of appropriate risk management procedures;
3. All training will include theory on at least the following; causes of challenging behaviour; prevention strategies; positive behaviour management; de-escalation; risk assessment; behaviour support planning; de-brief following incidents.
4. Physical techniques are not treated in isolation and the school is committed to ensuring that, as a result of incidents, learning opportunities are created for children that allow them to ‘own’ and take responsibility for their behaviour.

### Objectives

Our key objective when considering the use of a physical intervention is the safety of pupils and staff, and actions will be taken in accordance with the idea of the best interests of the pupil in question insofar as this is possible, whilst maintaining the safety of others.

The New Federation acknowledges that physical techniques are only part of a whole setting approach to behaviour management.

# Positive Handling Policy



### Implications of the policy

The Education and Inspection Act 2006 stipulates that reasonable force may be used to prevent a pupil from doing, or continuing to do, any of the following; engaging in any behaviour prejudicial to maintaining good order and discipline at the

- school among any of its pupils, whether the behaviour occurs in a classroom during a teaching session or elsewhere within the school (this includes authorised out-of-school activities);
- self-injuring;
- causing injury to others;
- committing an offence;

### Underpinning values

Everyone attending or working in the New Wave Federation has a right to;

- recognition of their unique identity;
- be treated with respect and dignity;
- learn and work in a safe environment;
- be protected from harm, violence, assault and acts of verbal abuse.

Pupils and their parents have a right to;

- individual consideration of pupil needs by the staff who have responsibility for their care and protection;
- expect staff to undertake their duties and responsibilities in accordance with the school's policies;

### Definitions

- **Reasonable force:** No legal definition of reasonable force exists, but we believe it is where positive handling uses the minimum degree of force necessary for the shortest period of time to prevent a pupil harming him/herself, others or property.
- **Physical contact:** Situations in which physical contact occurs between staff and pupils, e.g. in the care of pupils with learning disabilities; in games/PE; to comfort pupils.
- **Physical intervention:** This may be used to divert a pupil from a destructive or disruptive action, e.g. guiding or leading a pupil by the hand, arm or shoulder with little or no force.
- **Physical restraint:** This will involve the use of reasonable force when there is an immediate risk to pupils, staff or property. It is important to note that the use of 'reasonable force' should be seen as a 'last resort'. The level of compliance from the pupil determines whether or not the interaction is an intervention or a physical restraint.

### Introduction

This policy provides a framework for the use of Physical Intervention within our schools and should be read in conjunction with our Behaviour Policy. This policy takes into account information provided in DfE guidance: Use of Reasonable Force – Advice for head teachers, staff and governing bodies (2012), as well as the DOH and DFE "Guidance for Restrictive Physical Interventions. How to provide safe services for people with Learning Disabilities and Autistic Spectrum Disorder." (July 2002). It also follows the guidance in The Learning Trust Positive Handling Policy issued by The Learning Trust. **Central to our policy is the understanding that any physical intervention used by staff must be in accord with the idea of 'Reasonable Force', and that it will usually only be used as a last resort once all other strategies have been exhausted.**



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