



ASPIRE

THE ASPIRE HUB
PHYSICAL INTERVENTION POLICY

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At The Aspire Hub we are committed to a positive behaviour approach which encourages children to make positive behaviour choices. At The Aspire Hub, 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 Aspirations Room Leader as soon as possible
- Parents will be informed of each incident

The Legal Framework

Section 93 of the Education & Inspections Act 2006 allows us 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
- causing injury to other
- damaging property

Our Approach

We always aim to deal with behaviour using a positive approach and therefore this policy should be read in connection with our Behaviour 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 The Aspire Hubs policy on behaviour and discipline, particularly in dealing with disruptive behaviour by using:

- de-escalation techniques
- distraction techniques
- 'change of face'

Staff should be aware that when they are in charge of children during the school day, or during other supervised activities, they are acting in loco parentis and have a 'Duty of Care' to all children they are in charge of. They must, therefore, take reasonable action to ensure all pupils' 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.

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 pupil to regain self-control and dignity. **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 pupil to whom it is being applied.

All of the staff at The Aspire Hub are trained in Positive Handling.

6 staff training to deliver

BTEC LEVEL 3 Positive Handling Advanced BTEC Level 3 conflict management

In all circumstances, alternative methods should be used as appropriate with physical intervention or restraint, as a last resort.



DO:

- Remove the child with dignity
- Tell the pupil what you are doing and why
- Use the minimum force necessary
- Involve another member of staff if possible
- Tell the pupil 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 pupil
- Involve other pupils in the restraint
- Touch or hold the pupil 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 pupil in a way which will restrict blood flow or breathing e.g. around the neck
- Slap, punch, kick or trip up the pupil
- Use physical restraint or intervention as a punishment

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 pupil.

The Aspirations Room Leader must be informed of any incident as soon as possible and will take responsibility for making arrangements for debriefing once the situation has stabilised. A record will be kept and parents will be informed.

Risk Assessments

Risk Assessments will be conducted and evaluated regarding the use of physical intervention.

As a setting we will also look at:

- 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 Aspire Hub might need to take
- Briefing of staff to ensure they know exactly what action they should be taking (all staff are trained in positive handling)
- Identification of additional support that can be summoned if appropriate
- Our duty of care to all pupils and staff

Complaints and Allegations

This policy, adhered to by all staff, should help to avoid complaints from parents. It is unlikely that we can prevent all complaints, however, and a dispute about the use of force by a member of staff might lead to an investigation, under the complaints policy.

Please see complaints policy

| Date | Ratification | Reviewed by |
|-------------|---|---------------------------|
| Feb 17 | This policy was ratified by the board of Directors | Directors |
| August 2017 | Amended in line with conversion to independent school | Lauren Bullock |
| March 2019 | Amendments made to reflect advanced training for senior staff | Gill Bullock |
| June 2020 | Reviewed and ratified | Gill Bullock & Linda Wyld |

