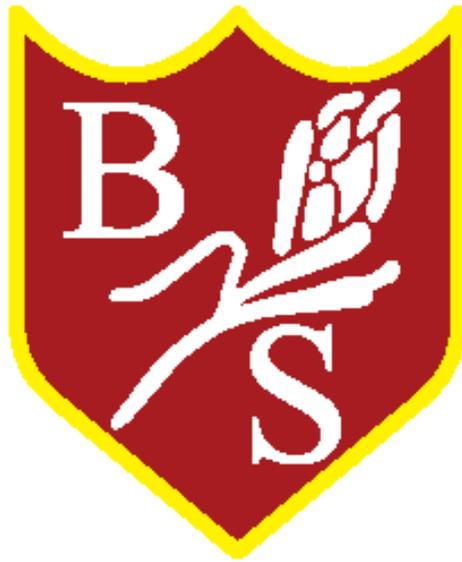


Brandhall Primary School



Physical Restraint Policy

Reviewed: September 2020

Rationale

Our school is a safe, caring and inclusive environment for staff and children where we are committed to promoting positive attitudes within a safe and welcoming environment.

Physical intervention is only ever used as a last resort i.e. in a crisis situation when a child is in danger of harming themselves or others, when all other attempts to defuse the situation have broken down and then with the minimum of reasonable force.

It is school policy to ensure that key staff are trained in de-escalation and physical restraint and disengagement, and regular training ensures that this is the case.

Identified staff will be trained and updated annually on the strategies and procedures they should adopt if all normal systems have failed i.e. there is such a crisis situation.

Minimising the need to use force

The school works hard to create a calm, positive ethos where children and staff feel safe. The behaviour policy states that assertive discipline strategies are used whilst GTBG supports the development of positive relationships between staff, children and school community. Staff also use the language of choice to de-escalate incidents therefore force is only used when other strategies have been unsuccessful and the child is putting the safety of him/herself or others at risk.

Restrictive physical intervention is only ever used as a last resort.

Staff authorised to use force

The Head Teacher has full responsibility for authorising the staff who may use physical intervention.

Only those who have undergone physical restraint training are authorised to use restrictive physical intervention. Brandhall Primary uses the MAPA physical restraint programme, and receive regular updated training from Sanwell Inclusion Support.

Staff in Brandhall Primary School who are currently authorised to use restrictive physical intervention are listed in the school office.

However, in addition The Children's Act 2006 states that any school staff who are authorised to have care and control of the children by the Head Teacher have the power to use such force as is reasonable to prevent a pupil from doing or continuing to do any of the following:

- committing an offence (or, for a pupil under the age of criminal responsibility, what would be an offence for an older pupil);
- causing personal injury to, or damage to the property of, any person including the pupil him/herself; or
- seriously disrupting maintenance of good order and discipline at the school.

Staff are annually reminded of the possible need to be able to justify their use of restrictive physical intervention in a court of law.

Protocols for intervention

Should only be used when there is an immediate danger to a child or member of staff, for example a pupil attempts to run into a busy road, children fighting, a child attempting to harm another with scissors etc.

In an emergency situation any member of staff can make an immediate risk assessment before deciding on the appropriate action. The questions that are part of the risk assessment are the same as for a planned intervention.

- If the danger is to the other children and young people, and it is possible to do so, remove them from the situation.
- If property is likely to be damaged.
- In an extreme emergency, if there is no viable alternative, intervene using the minimum of force ie the risks associated with using force outweigh those of not using force.

Post-incident

All incidents of physical intervention must be recorded if deemed appropriate by a member of SLT (see Appendix 1). All incidents should be immediately reported to the Inclusion Manager (or in their absence the Head Teacher/Deputy Head Teacher) who are responsible for ensuring that the relevant paperwork is completed.

Following an incident, arrangements will be made for appropriate emotional support e.g. Family support worker, support from unions, support from colleagues, Sandwell Counselling Advisory Service.

All serious incidents can be reported to the Educational Psychologist or Advisory Teacher for Behaviour at SAP meetings.

Keeping staff informed about policy on the use of restrictive physical intervention

All staff are informed about this policy on an annual basis. New and temporary staff are informed on arrival.

- Identified staff are to be trained in the use of restrictive physical intervention.
- All staff will be trained in the use of de-escalation techniques.
- Training is refreshed on a regular basis (using a rolling programme).

Complaints and allegations

The school follows the LA complaints procedure which is available on request from the school office.

Consultation

The final version of this policy has been produced in consultation with staff, governors and parents.

A list of contacts who can provide help or advice in respect of physical intervention and behaviour management strategies is shown at Appendix 2.

LA monitoring

LA Inclusion Support staff will monitor the use of restrictive physical intervention in their schools to give advice and support if necessary via SAP meetings, or following an incident if school staff wish to discuss it with an outside agency.

We are committed to equal opportunities for all irrespective of race, gender, sexuality, disability or religion. We will monitor the impact of this policy to ensure that no group is adversely affected.

Appendix 1



Physical Intervention Log

Name of Child	Class
Date of Incident	Time
Name any other staff or children present	
Type of Physical Intervention <ul style="list-style-type: none"> • Disengagement Low Med High • Hold Low Med High 	Reason for Hold
Describe the event chronologically	
<i>Continue on a separate sheet if necessary and attach securely to form</i>	
Name (Print)	Date
Designation/Role	Signature

LA Contacts for help or advice

The following can be contacted for help or advice in respect of physical intervention or behaviour management strategies and in case of incidents/emergencies:

Shenstone Lodge School 01543 480369
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Sandwell Inclusion Support 0121 569 8375

Early Years and Child Care Unit 0121 569 4973
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Appendix 3

Directorate:
Service Area/Establishment/School:
Address/Location:

1. Injured/assaulted person		
Forenames:	Home Tel:	Age/DOB:
Surname:	Employee no:	Sex: M/F/T
Home address:	Do they consider themselves disabled? Y/N	
Employee <input type="checkbox"/> Job Title:		
Contractor <input type="checkbox"/> Company:		
Student <input type="checkbox"/> Visitor <input type="checkbox"/> Agency <input type="checkbox"/>		
Other <input type="checkbox"/> (Specify):		

2. Incident details		
Location:	Date: - -	Time:
Reported To:	Date: - -	Time:

3. Minor (non-RIDDOR) accidents/incidents		Treatment		give detail over
Minor/other <input type="checkbox"/>	‘Near miss’/Damage <input type="checkbox"/>	N/A <input type="checkbox"/>	First Aid <input type="checkbox"/>	Doctor <input type="checkbox"/>
Hospital <input type="checkbox"/>				
4. RIDDOR accidents/incidents*		*see Guidance		
7 Day <input type="checkbox"/>	Specified <input type="checkbox"/>	Fatality <input type="checkbox"/>	Hospitalised (Public ¹) <input type="checkbox"/>	Occupational disease ² <input type="checkbox"/>
Dangerous occurrence <input type="checkbox"/>				
Date HSE notified: - -		Method: website/telephone		
By whom:		Incident/Notification no:		

5. Aggressive or violent incident (to employees only)				
Verbal abuse <input type="checkbox"/>	Threatening behaviour <input type="checkbox"/>	Physical assault <input type="checkbox"/>	Other (specify) <input type="checkbox"/>	
Was there NO intent to harm? <input type="checkbox"/>		Do you think it was race/equality related? <input type="checkbox"/>		Police involved? <input type="checkbox"/> (detail over)
Ethnic origin of assaulted person (tick appropriate box - only needed for racial aggressive incidents)				
White	Mixed	Asian / Asian British	Black / Black British	Chinese / Other Ethnic Group
British <input type="checkbox"/>	White & Black Caribbean <input type="checkbox"/>	Indian <input type="checkbox"/>	Caribbean <input type="checkbox"/>	Chinese <input type="checkbox"/>
Irish <input type="checkbox"/>	White & Black African <input type="checkbox"/>	Pakistani <input type="checkbox"/>	African <input type="checkbox"/>	
Other White background <input type="checkbox"/>	White & Asian <input type="checkbox"/>	Bangladeshi <input type="checkbox"/>	Other Black background <input type="checkbox"/>	Other Ethnic Group <input type="checkbox"/>
Other mixed background <input type="checkbox"/>	Other Asian background <input type="checkbox"/>			
Details of person(s) causing aggressive incident				
Name:		Tel:		
Address:		Age (approximate if not known):		
Sex: Male/Female/Transgender				

¹ Note: Accidents to the public are only RIDDOR reportable if the injured person goes straight to hospital for treatment (not just examination or diagnostic tests) **AND** the accident was work related; otherwise they are classed as ‘Minor/Other’

² Discuss cases of reportable “occupational disease” or “dangerous occurrences” with the Health & Safety Unit

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Other relevant details: (including mental capacity/physical disabilities/intent if relevant)

If a member of the public, do you feel this person is a danger to any other Council employees who they may interact with³? Yes / No

6. Witnesses

continue on separate sheet if necessary

Name:

Name:

Address:

Address:

Tel:

Tel:

7. Describe what happened including any treatment/advice received & any connected absences- continue separate sheet if necessary

Injury (if relevant):

First aid treatment/advice administered (if appropriate):

Signature of first aider (if appropriate):

Description of incident/damage:

Over three days lost? Y/N If Yes, time lost - **From:** - - **To:** - - (inclusive dates)

8. Outcome/action taken after investigation to prevent recurrence

continue on separate sheet if necessary

Risk assessment(s) reviewed? ; No appropriate action?

(a) What caused incident to occur

(b) What action taken to prevent re-occurrence:

Immediate cause:

Underlying/root cause:

9. Reported by (employee or their supervisor)

Countersigned (line manager)

Name:

Name:

Position:

Position:

Signature:

Signature:

Tel:

Date: - -

Tel:

Date: - -

³ If yes, then please complete **Appendix 1** of this form also

Privacy statement: The data obtained using this form is collected to help us with our legal duty to report certain accidents and to help us learn from incidents to prevent recurrence. Regarding the latter, please note a limited summary of the data will be shared with senior managers and/or H&S Committee members, which include trade union H&S representatives, to ensure any learning points are appropriately shared. The form itself will only be shared with trade union colleagues if employee gives their consent below.

If a union member, employee to sign and date below to give consent for their TU H&S rep to see a copy:

Signature:Date:

Once complete, please ensure that you:

- (a) Retain a copy of this form on site; (b) If the incident was to an employee, offer a copy of the form to them;
- (c) Forward or email (health_safety@sandwell.gov.uk) a copy to: Health & Safety Unit, 2nd Floor, 1 Providence Place, West Bromwich, B70 8SZ

Appendix 1: Sharing of Information (aggressive members of the public)

10. Please detail below the reason(s) why you feel that this person should be included in the council's corporate flagging/information sharing procedure:

11. Which other service area(s) does this person have contact with that you are aware of? Please tick all that apply

- | | | | | | |
|-----------------------|--------------------------|--------------------|--------------------------|-----------|--------------------------|
| Adult Social Care | <input type="checkbox"/> | LA Schools | <input type="checkbox"/> | Libraries | <input type="checkbox"/> |
| Housing & Communities | <input type="checkbox"/> | Childrens Services | <input type="checkbox"/> | | |
| Other* | <input type="checkbox"/> | | | | |

*Please detail:

12. There is a legal duty to notify a person who is included on any information sharing systems/database. The exception to this is where notifying this person would increase the risk of further acts of aggression. Please give any reasons as to why you believe this person should **NOT** be notified that their details are being held and shared:

13. This section to be completed by Team Manager or Head of Service

After discussion with the employee who reported this incident, I confirm that:

I am/am not*(please delete/choose as necessary) happy to support this aggressor's information being shared on both our local systems⁴ and the councils wider sharing information system.

Name:

Signature:

⁴ Please ensure that all local alert system databases/information is held in line with current data protection legislation.

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Position:

Date: - -

14. Health & Safety Unit use only

Action/recommendations:

Further investigation

No further action

Person was added to SID Yes No

Other:

S/LHSO signature:

Database ref:

Date: - -