

# Restraint Policy



## Introduction

At Wingrove our policies are regularly reviewed. This reflects current practice within school and all related government guidance and statutory requirements.

## Rationale

Situations involving decisions about whether to use force can occur in any school. Both using force and deciding not to can entail significant risks for pupils and staff. Establishing a clear policy is an important part of minimising these risks.

## Objectives

It is our priority at Wingrove to maintain the safety of all pupils and staff to ensure that individuals are free from personal injury and cannot cause injury to others. We will take all appropriate steps to prevent any serious breaches of school discipline and prevent serious damage to property.

## Minimising the need to use force

At Wingrove we aspire to create a calm environment that minimises the risk of incidents that require the use of force.

We have a robust behaviour policy which treats all children fairly and children know they have a choice in the action they take. This gives them self-discipline skills.

We use social and emotional aspects of learning approaches to teach pupils how to manage conflict and strong feelings, and regularly use circle time to discuss issues and emotions.

We use music around school and reflection spaces in both classes and around school.

A range of positive rewards to motivate and praise are used.

We have a motivational curriculum based around a topic/theme

We have systems in place to de-escalate incidents if they arise, such as time out, buddies, peer mentors.

We use force only when the risks involved in not doing so outweigh the risks involved in using force. Key staff have been trained in Team Teach, which outlines the correct way to restrain a child without harming them.

## Staff authorised to use force

All teachers and staff that the Head has authorised to have control or charge of pupils automatically have the statutory power to use force.

## Deciding whether to use force

Staff should use force only when:

- the potential consequences of not intervening are sufficiently serious to justify considering the use of force;
- the chances of achieving the desired result by other means are low;
- the risk associated with not using force outweigh those of using force.

Staff will be kept informed about and advised how to deal with pupils who present particular risks to themselves or others.

## Using force

Staff should always use the minimum force to achieve the desired result. A clear oral warning should be given to the pupil that force may have to be used. Team-teach handling techniques should be followed as far as possible. Where possible, ensure that another responsible adult is present to support, observe and call for assistance.

## Staff training

Key staff, teaching and non-teaching (excluding admin), are trained in Physical intervention and De-escalation Strategies. This training is revisited every two years.

## Recording and reporting incidents

All incidents which require the intervention of the Head or Deputy Head are recorded. Incidents which result in a child being restrained will be recorded on CPOMs This information can then be shared with parents and, where necessary, other professionals.

## Post-incident support

Any physical needs will be addressed immediately. Both child and adults involved will be allowed some time out. Both will be given the opportunity to discuss the incident, with others where appropriate, and with each other to restore a positive relationship.

## Complaints and allegations

See complaints and whistle-blowing policies.

## Monitoring and review

This policy has been shared with all stakeholders. It will be reviewed alongside the behaviour policy and incident log by the Senior Leadership Team and Governors periodically.

Reviewed: November 2021

## **Appendix to our Existing School Behaviour Management Policy and our Physical Restraint Policy**

### **Context**

National Guidance issued on May 12<sup>th</sup> 2020 regarding planning for the re-opening of schools asks that schools **Update behaviour policies to reflect the new rules and routines necessary to reduce risk in your setting and agree how to communicate this to school staff, students and parents and review uniform expectations.**

This appendix to our policy has been developed to take into account the current situation in respect of the Covid-19 pandemic, and the updated advice received from the DfE, Public Health England and Government.

Our aim is at all times to act in the best interests of all our pupils, work to ensure they are safe and well supported, and provide a positive educational experience during this current crisis and beyond. We are also mindful of our responsibility to provide all our staff with a safe working environment, and to act upon and comply with national guidance in all aspects of staff safety and working conditions during this crisis.

Our Governors and staff are aware of and sensitive to the difficulties our families and pupils may have encountered as a result of the Covid-19 pandemic, and the potential impact of missing school, friends and day to day staff contact. This appendix is intended to complement, and does not replace any of the advice, processes or expectations described within our existing Behaviour Management Policy. It provides additional specific advice regarding the potential use of physical restraint involving staff and pupils which reflects current advice and guidance.

### **Physical Restraint Policy**

Our current Physical Restraint Policy addresses the key issues set out in guidance provided by DfE in respect of the appropriate use of physical intervention.

Our policy states that

- At Wingrove we aspire to create a calm environment that minimises the risk of incidents that require the use of force.
- We use force only when the risks involved in not doing so outweigh the risks involved in using force. Key staff have been trained in Team Teach, which outlines the correct way to restrain a child without harming them.

We are clear regarding the situations which might require the appropriate use of force:

Staff should use force only when:

- The potential consequences of not intervening are sufficiently serious to justify considering the use of force;
- The chances of achieving the desired result by other means are low;
- The risk associated with not using force outweigh those of using force.

### **New Arrangements**

In light of the Covid-19 crisis, and recognising and responding to National Guidance and Public Health England advice, we will be requiring staff to **NOT** use any form of physical intervention with a pupil in any circumstances other than where there is a serious risk to the health or safety of a child or member of staff.

Where a member of staff assesses that there is a situation which might require the use of physical intervention there is an expectation that they will

- Seek to maintain an appropriate and safe social distance from the child
- Seek the support of a Senior Leader within the school
- Attempt to resolve the situation through de-escalation strategies, tone of voice and calming and reassuring language with the child
- If appropriate, ensure that other class pupils are removed from the situation
- If the child continues to display aggressive, threatening behaviour and strategies attempted by staff to de-escalate the situation are unsuccessful, then school will immediately contact parents / carers and ask that they come to school and take the child home for his / her safety.
- An agreement regarding returning the child to school safely for all concerned will be discussed and agreed by a Senior Leader and parents / carers.
- Staff will continue to record any incident according to our current school policy.

Current national guidance states that

'The majority of staff in education settings will not require PPE beyond what they would normally need for their work, even if they are not always able to maintain a distance of 2 metres from others. PPE is only needed in a very small number of cases'.

We will act in compliance with this advice, but the Governing Body and Senior Leaders will keep this issue under review and consider all options should the situation or guidance require a different approach.