



Physical Intervention Policy

September 2015

Review September 2017

Physical Intervention Policy

Exceptional Ideas Ltd does not consider restrictive physical interventions to be part of the behaviour and Disciplinary approach used in the school. However It is recognised that in specific circumstances of serious threat to students, staff or property, it is necessary to use approaches that may involve some physical intervention and or de-escalation techniques in order to ensure the health and safety of all.

Restrictive physical intervention and therapeutic holding for children and young people (RCN, 2010).

Linking to other policies

This policy should be read in conjunction with;

- Behaviour and Disciplinary Policy.
- Risk management policy.
- Staff training policy
- Incident reporting at Exceptional Ideas Ltd.
- Use of vehicles
- Lone working

Staff Training

Training is provided by the training provider 'Inroads'. On successful completion of the training, staff will be expected to develop their skills by periodically attending updates.

Staff trained may use the minimal force necessary and this can be justified if it is the only way to prevent injury or to prevent an offence being committed.

The use of physical intervention should be reasonable and proportionate and, would be expected to reflect the persons' previous training in the appropriate use of Positive Handling Strategies.

A register of staff authorised to use positive handling strategies is maintained in the School's staff training plan.

Physical intervention dynamic risk assessment

A physical intervention risk assessment is completed for each student.

The assessment details current known risks and gives guidance to staff regarding appropriate management strategies. The risks are measured using a scale that calculates the severity of outcome compared with the likelihood of the risk occurring.

The guidance seeks to lower risk levels and is reviewed by the whole staff team at least termly. The Assessment outcome guides staff as to how to intervene detailing the scale of intervention.

See Risk Management policy.

Use of Restrictive Physical Intervention

Applies where a member of staff of the school is:

- On the premises of the school or elsewhere when as a member of its staff, they have lawful control or charge of the student concerned (e.g. school trip).

Staff may use, in relation to any student at the school, such force as is reasonable in the circumstances for the purpose of preventing the student from doing (or continuing to do) any of the following:

- Committing a criminal offence (including behaving in a way that would be an offence if the student were not under the age of criminal responsibility).
- Causing personal injury, or damage to the property of any person including the student her/himself.
- Engaging in any behaviour prejudicial to maintaining good order and discipline at the school or among any of its students, whether that behaviour occurs in a classroom during a teaching session or otherwise.

Recording

Incidents where physical interventions have been used should be reported to the Directors of Exceptional Ideas Ltd.

An incident form should be completed within 24 hours of the incident, and logged in the physical interventions record log which is held in school office.

It is recommended that staff seek advice from a director when completing the report.

The content of the incident record forms shall be reviewed on a half-termly basis and appropriate operational action agreed.

Following a physical intervention the student concerned has their Physical intervention risk assessment reviewed. Staff are given an update when any changes to guidance occur.

Post Incident Management

Incidents that require the use of restrictive physical intervention can be upsetting to all concerned. After the incident has subsided the staff and student involved will be given emotional support. They will be provided with an opportunity to talk about what happened in a calm and safe environment.

Parents or carers will be advised as soon as possible of an incident involving their child and given the opportunity to discuss it with a director of exceptional ideas Ltd..

Complaints

Complaints will be dealt with in accordance with the schools' complaints policy.

The use of restrictive physical interventions must always be considered within the wider context of other measures. These include establishing and maintaining good relationships with students and using diversion, diffusion and negotiation to respond to difficult situations.

Use of a physical intervention that is unwarranted, excessive or punitive is not acceptable. Failure to comply with this principle, when considering or using physical force, should be dealt with under school disciplinary procedures.

Monitoring, Evaluation and Review

Directors have a statutory responsibility for school behaviour and discipline. The policy is implemented throughout the school.

The Directors will ensure that all staff are supported and have the opportunity to attend an appropriate training course.

Review

The Directors will review the policy every two years and assess its implementation and effectiveness.

TRAINING PLAN AND LOG FOR PHYSICAL INTERVENTION

Date of Training	Type of Training	Staff taking part
2011	In Roads 2 day training	Brett, Hazel, Stacey, Jacy, Jo, Max, Lucy
	In Roads 1 day update	
	In school policy update	
2 -3 / 9/ 2013	Inroads 2 day training	Brett, Hazel, Geoff, Stacey, Lucy, Niki, Jenny, Antony, Lisa, Mel, Kat, Christine.
14 th June 2014	Inroads 1 day training	All staff
8 th June 2015	Inroads 1 day training	All staff