

Norfolk Community Primary School

Policy on care, control and physical interventions

Children Act 1989 states that :

“A person who does not have parental responsibility for a particular child, but has care of the child may, (subject to the provision of the act) do what is reasonable in all the circumstances of the case for the purpose of safeguarding or promoting the child's welfare.”

Sheffield LEA guidance is commensurate with DfES guidance document 10/98 and states that:

“It is acknowledged that staff in our schools deal on a day to day basis with groups of children some of whom may exhibit disturbed, distressed and distressing behaviours. The LEA seeks to assist all staff in preserving good order and discipline and in promoting and maintaining an environment conducive to meeting the children's needs, and is aware that there are occasions when staff touch children and young people in ways which are entirely appropriate. There is also a need to minimise the risk to staff of false accusations of improper conduct towards a pupil and to ensure that staff members feel confident about appropriate action in very difficult circumstances”

We at Norfolk Community Primary School place our policy upon care, control and physical restraint firmly within our inclusion ethos, acknowledging that an inclusive school is calm and well ordered and that adults exercise a degree of control over children that ensures that children are safe and feel safe. These guidelines will apply to all children irrespective of race, gender, age, cultural background and ability.

At all times parents and carers have a responsibility and right to be involved in their child's management and general well being. We wish to maintain partnership with parents and will keep them informed and involved when incidents occur involving restraint of children.

This policy sits alongside our behaviour policy which covers strategies which avoid the triggering of bad behaviour, rewards and sanctions and care. These strategies are designed to recognise and prevent escalation of situations. However we recognise that they will not always be successful and that the need for physical restraint may arise.

Physical restraint strategies

Staff will apply the following guidelines when making judgements about and when using physical restraint.

Physical restraint will be judged appropriate to prevent a child:

- harming him/ herself
- harming others

- causing serious damage to property
- committing a criminal offence
- engaging in behaviour that disrupts good order and discipline

Staff are not expected to attempt to restrain a child if they would be putting themselves at risk of injury. Staff are vulnerable to false allegations and should protect themselves from this as far as possible by ensuring that they do not use physical restraint or physical contact when alone with children.

There is an expectation in law that the level of force used in restraining a child should be “reasonable and appropriate.” The following methods are recommended:

- Holding without injury until a child calms down
- Physical contact (such as holding an arm or leg) designed to control movements that pose danger (such as kicking or hitting or throwing)
- Use of minimal physical force to remove a dangerous object from a child
- Physically preventing a child from leaving the premises by standing in such a way that blocks exits

The following actions will not be used in any circumstances, or suggested or used in jest:

- Striking a pupil
- Exerting excessive pressure on any part of a pupil's body
- Causing deliberate injury
- Forcing arm up back
- Pressure around neck
- Shaking
- Jabbing with a finger
- Tying up
- Lifting in order to intimidate
- Pulling hair, ears etc

Physical restraint procedures

There is a recognition that the type of situation requiring physical restraint can arise quickly and this makes judgements difficult. The following procedure is intended to guide the judgements that staff make.

Before intervening:

1. The judgement to intervene should be taken by two members of staff. A second staff member from a year group team – TA or teaching colleague or the behaviour intervention worker should normally be the most quickly available. This important step will help to prevent harm arising to staff and pupil. **It will also be vital if later allegations are made by children and parents.**
2. The young person should be warned of the consequences of his or her behaviour (Be aware that this warning must not constitute a threat of assault.)

While intervening a staff member must:

- Employ minimum force for the minimum period necessary in order to restrain the child.
- Keep talking to or otherwise communicating with the child
- Avoid threats of punitive acts of violence
- Maintain control of temper and communicate this to the child
- Have regard for others in the vicinity

After intervening a member of staff must:

- Follow school's injury or accident procedures
- Report incident fully in writing to a member of senior management team
- **REPORTS OF INCIDENTS REQUIRING PHYSICAL RESTRAINT WILL BE KEPT IN OFFICE FOLDER AND WILL BE MONITORED BY SMT**
- Duplicate copies of reports will be kept in child's personal file in office

Management of school will:

- Provide appropriate support to staff and pupils concerned
- Notify parents or carers of the incident
- Initiate follow up with pupil via Behaviour Improvement Worker
- Review incident in the light of school policy and disseminate any findings
- Monitor incidents and act upon any findings
- Provide appropriate training in restraint and other related issues for all staff and review school procedures regularly in the light of guidance and legislation.

Guidance on behaviour by members of staff towards pupils

In addition to the use of physical restraint in exceptional circumstances we also recognise the need for admonition and criticism. These must remain within certain bounds and the following behaviours are considered to be **inappropriate** in our school:

Sexual

- Not making proper arrangements for privacy (See note below)
- Invading a person's privacy
- Making suggestive or sexual remarks. (Particular care should be taken with primary age children when judging the appropriateness of remarks. Even quite low key comments will be inappropriate for young children)
- Using physical contact that invades a pupil's privacy.

Emotional

- Persistent admonition
- Severe criticism
- Sexist, homophobic or racist comments
- Persistent use of scorn, sarcasm and ridicule

The following behaviours are abusive and likely to be deemed **unlawful**:

Physical:

- Excessive or persistent force
- Corporal punishment

Sexual:

- Sexual contact
- Persistent suggestive remarks
- Persistent sexual jokes

Emotional

- Gross examples of persistent admonition
- Persistent direct insults
- Persistent criticism, shaming, embarrassing or ridicule

The following in addition are prohibited by the Department of Health:

- Corporal punishment
- Deprivation of food and drink
- Requiring children to wear distinctive or inappropriate clothing

Note : There will, of necessity, be an adult presence when children are changing for PE, swimming etc. By Y6 there are arrangements to enable boys

and girls to change separately. These will be staffed appropriately. It will not always be possible for a male teacher to supervise boys getting changed but a male teacher will never be present when girls are getting changed.

Roles, responsibilities and monitoring

This policy is available for all parents and has been agreed by governors. Parents are deemed to have accepted the policies of the school when they enrol their child in the school. Policies are always available to view on request.

SMT will monitor the policy through the serious incidents file which will be kept up to date. It is the responsibility of staff members who have been involved in or observed an incident to notify SMT. We as staff have a responsibility to each other to remind one another of the policy and to alert SMT to issues that arise before the policy review date. This policy will be reviewed every three years or more frequently in light of changes to law, national guidance or local guidance.