



Gamston St Peter's
CofE Primary School
Physical Intervention Policy
Reviewed December 2024

Objectives

At Gamston St Peter's CofE Primary School, we aim to provide a safe, caring, and friendly environment for all our pupils to allow them to learn effectively, improve their life chances, and help them maximise their potential. We take the safety of our pupils and staff very seriously. We believe that all pupils and staff have the right to be and feel safe whilst at school or on a school-run activity.

This policy should be read in conjunction with our Relationships and Behaviour Policy, Code of Conduct, and Safeguarding and Child Protection Policies.

Policy Development

This policy was formulated in consultation with the whole school community, with input from:

- Members of staff
- Governors
- Parents/carers
- Pupils
- Other partners

Pupils contributed to the development of the policy through classroom discussions, and parents were encouraged to contribute by the publication of the policy on the school's website.

This policy is written following all recent guidance and legislation relating to the use of reasonable force in schools and in line with Nottinghamshire County Council's policy on the same subject, entitled 'Keeping Classrooms Safe for Learning and Teaching'.

Minimising the Need to Use Reasonable Force

As a school, we are firmly committed to creating a calm and safe environment that minimises the risk of incidents arising that might require the use of reasonable force.

- We use a curriculum that endeavours to explore and strengthen emotional responses to situations.
- We will only use force as a last resort and strongly believe in de-escalating any incidents as they arise to prevent them from reaching a crisis point.
- Staff will be skilled in promoting and rewarding positive behaviour and will utilise various appropriate techniques in the management of a class environment.
- Staff will only use reasonable force when the risks involved in doing so are outweighed by the risks involved in not using force.

Staff Authorised to Use Reasonable Force

Under Section 93 of the Education and Inspection Act (2006) and subsequent guidance published by the DfE in January 2016 entitled 'Behaviour and Discipline in Schools – Guidance for Head Teachers and Staff', the Headteacher of our school is empowered to authorise members of staff to use reasonable force.

At Gamston Primary School, the Headteacher has empowered the following members of staff to use reasonable force:

- **Teachers:** All teachers and any member of staff who has control or charge of pupils in a given lesson or circumstance have permanent authorisation.

- **Other Staff:** Other members of staff, such as site management and administrative teams, also have the power to use reasonable force if a circumstance should arise in which immediate action should be taken.

Deciding Whether to Use Reasonable Force

Under English law, members of staff are empowered to use reasonable force to prevent a pupil from or stop them continuing:

- Committing any offence.
- Causing personal injury to, or damage to the property of, any person (including the pupil themselves).
- Prejudicing the maintenance of good order and discipline at the school or among any pupils receiving education at the school, whether during a teaching session or otherwise.

All members of staff will make decisions about when, how, and why to use reasonable force. To help staff in making decisions about using reasonable force, the following considerations may be useful:

- Whether the consequences of not intervening would have seriously endangered the wellbeing of a person.
- Whether the consequences of not intervening would have caused serious and significant damage to property.
- Whether the chance of achieving the desired outcome in a non-physical way was low.
- The age, size, gender, and developmental maturity of the persons involved.

Staff are also expected to remember that physical intervention is only one option, and for behaviours involving extreme levels of risk, it may be more appropriate to gain support from other agencies, including the police.

Staff will be kept informed and have a duty to inform others about the plans around specific pupils who can present risks to themselves and others. This may include information about special educational needs (SEN), personal circumstances, and temporary upset.

Using Reasonable Force

When using force, members of staff should only use the minimum amount of force required to achieve the required outcome. Staff should also use force within the context of existing good practice in non-physical skills and techniques, such as those outlined in the model for classroom practice.

- Staff should, where possible, avoid any type of intervention that is likely to injure a pupil unless in the most extreme circumstances where there is no viable alternative.
- Staff should try to avoid using force unless or until another member of staff is present to support, observe, or assist.

Staff Training

At Gamston St Peter's CofE Primary School, we have a number of staff who have accessed Physical Intervention training (CRB - Coping with Risky Behaviours - OR Team Teach training). These courses provide participants with an insight into recent legislation and guidance that could impact on policy and practice, as well as a range of physical and non-physical strategies to help manage the risks posed by children and young people's behaviour.

Training programmes are delivered to staff via whole school inset or by accessing specialist training events. Staff who receive this training are certified for a defined period as stated on their certificate.

Recording and Reporting Incidents

The governing body will ensure that a procedure is in place, and is followed by staff, for recording and reporting significant incidents where a member of staff has used reasonable force on a pupil, in line with the most recent Safeguarding requirements issued to Governors and the latest advice given to OFSTED inspectors. The record must be made as soon as practicable after the incident.

While ultimately only a court of law could decide what is 'significant' in a particular case, in deciding whether or not an incident must be reported, staff should take into account:

- An incident where unreasonable use of force is used on a pupil would always be a significant incident.
- Any incident where substantial force has been used (e.g., physically pushing a pupil out of a room) would be significant.
- The use of a restraint technique is significant.
- An incident where a child was very distressed (though clearly not overreacting) would be significant.

In determining whether incidents are significant, schools should consider:

- The pupil's behaviour and the level of risk presented at the time.
- The degree of force used and whether it was proportionate in relation to the behaviour.
- The effect on the pupil or member of staff.

Staff should also bear in mind the age of the child, any special educational needs or disabilities, or other social factors which might be relevant. Sometimes an incident might not be considered significant in itself but forms part of a pattern of repeated behaviour. In this case, although there is no legal requirement to record such incidents, schools are advised to let parents know about them.

Records are important in providing evidence of defensible decision-making in case of a subsequent complaint or investigation. Staff may find it helpful to seek the advice of a senior colleague or a representative of their trade union when compiling a report.

At Gamston St Peter's CofE Primary School, we will use the Nottinghamshire County Council electronic health and safety recording system 'Well-Worker'. This system enables members of staff to report, using a standardised format, any significant incident where force has been used, or any incident where violence to staff has occurred or been threatened. The school will also refer to its Safeguarding Policy and other policies as required.

Post-Incident Support

Following the use of physical intervention, staff and pupils will be supported, the immediate physical needs of all parties will be met, and staff will ensure that positive relationships are maintained. Again, the school will refer to other policies as required.

Complaints and Allegations

We will also make clear to pupils that they have a right, and are able, to question/complain about the use of reasonable force. We will ensure that mechanisms are in place for pupils, parents, carers, and staff to voice their opinions, comments, or concerns.

- **Pupils** can talk to their teacher or to another adult they feel comfortable talking to in school.
- **Parents** can discuss instances with a member of the senior leadership team, the Headteacher, or the Chair of Governors. Parents also have the right to make a complaint under the terms of our Complaints Policy.

Complaints and allegations will be taken seriously, and we will follow the procedures in the Complaints Policy and the Allegations Against Members of Staff Policy.

Monitoring and Review

This policy will be monitored regularly and reviewed by the governing body at least annually or as required. This was adopted by the Governing Body in December 2024 and will be reviewed again in the Autumn term 2025.

The Headteacher is responsible for the implementation of this policy.

Signed:

Headteacher

Signed:

Chair of Governors

Appendix One Physical Intervention Recording Form



Physical Intervention Recording Form



Date, time location of incident	
Name of staff involved (directly or witness)	
Details of other pupils involved	
Description of incident, including any de-escalation CRB hold – level 1, 2 or 3	
Any injury to staff or pupils and details of first aid or medical attention	
Follow-up, including post incident support and disciplinary procedures	
Any information shared with staff not involved or other agencies	
How and when were those with parental responsibility informed?	
Have any concerns been logged as a result of this incident?	
Upload this form onto CPOMS	
Signed (Print name under signature)	
Date	