



PHYSICAL INTERVENTION POLICY

MARCH 2025

Policy:	Physical Intervention Policy
Approved by:	IEB
Date:	March 2025
Review cycle:	Annually

Version Control			
Version	Date	Author	Changes
2025	18.03.25	HH	Re-formatting of policy Training updated Well-worker reporting no longer used – updated to F45 form
2025	June 2025	HH	Change of name for headteacher

CONTENTS

Objectives	1
Policy Development	1
Minimising the Need to Use Reasonable Force	1
Staff Authorised to Use Reasonable Force	1
Deciding Whether to Use Reasonable Force	1
Using Reasonable Force	2
Staff training	2
Recording and Reporting Incidents	3
Post-incident support	3
Complaints and allegations	3
Monitoring and review	4

Objectives

At St Swithun's C of E Primary Academy 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 the Safeguarding and Child Protection Policy.

Policy Development

This policy was formulated in consultation with the school community with input from members of staff, governors, parents/carers, children and 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 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 which minimises the risk of incidents arising that might require the use of reasonable force. We have a culture firmly built on developing positive relationships and following our core values to achieve our strategic aims.

We use a curriculum which endeavours to explore and strengthen emotional responses to situations. Each class has timetabled weekly PSHE lessons, in addition to those sessions covering issues as they arise

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 by 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 Head Teacher of our school is empowered to authorise members of staff to use reasonable force. Here at St Swithun's Academy the Head Teacher has empowered the following members of staff to use reasonable force:

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

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

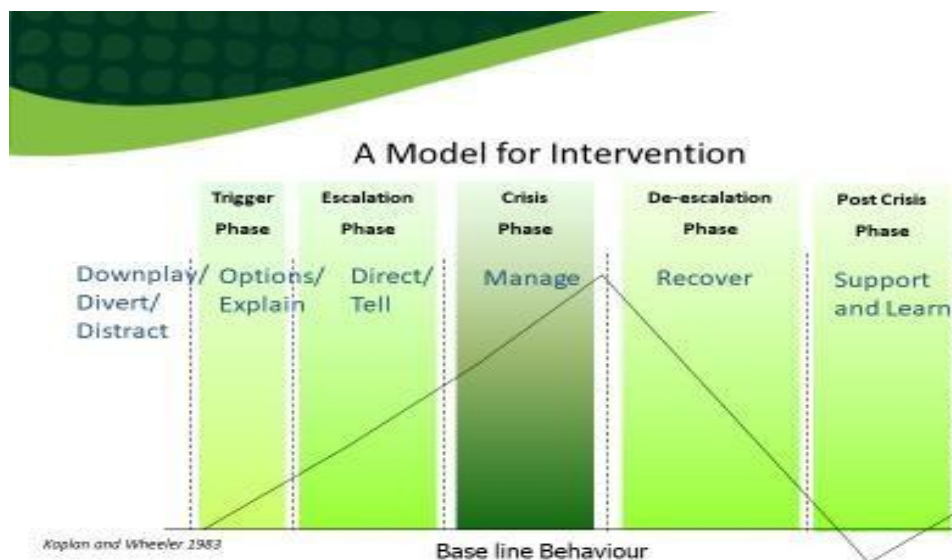
Under English law, members of staff are empowered to use reasonable force to prevent a pupil from or stop them continuing:

- committing any offence;
- causing personal injury to, or damage to the property of, any person (including the pupil himself); or,
- 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 nonphysical way was low;
- the age, size, gender, 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 SEN, personal circumstance and temporary upset. Copies of pupils individual plans/behaviour plans/risk assessments where relevant will be kept in a file in the school office.



Using Reasonable Force

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

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

Staff training

At St Swithun's Academy all staff attended the CRB (Coping with Risky Behaviours) refresher training with Karlene Calder, the County Council co-ordinator who delivers certified courses. The most recent update for this course was completed in November 2023. 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 will be delivered to staff via whole school inset or by accessing specialist training events.

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 using the form below for all incidents. 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 over reacting) 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 education need or disability 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 St Swithun's Academy in addition to completing the attached form it may be necessary, where an incident is considered significant, to complete the Nottinghamshire County Council F45 Incident Form, which is then recorded for SNMAT on a spreadsheet. 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 the 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 Head Teacher or 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 annually or as required by the SENDCo, Head Teacher and Governing Body.

The Head Teacher Mr. P. Charly is responsible for the implementation of this policy and Mr. R. Smith is the Chair of Governors.

This policy will be reviewed annually alongside the Relationships and Behaviour Policy Next review March 2026

Chair of Governors	Mr R Smith	
Head of School	Mrs H Howlett	



Form

Physical Intervention Recording



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	
Names, signatures and dates	