



HEARTS ACADEMY TRUST

Restraint and Force Policy

Adopted by Directors: March 2017

To be reviewed: February 2020

HEARTS Academy Trust is committed to providing a happy, caring and safe learning environment for all within a values led context, where everyone feels valued and grows in confidence and independence.

We promote **HAPPINESS** through a creative, exciting and practical curriculum, which generates a love of, and interest in, learning and a resilience and hope which supports us through challenging times.

Great value is placed on pupils' self **ESTEEM** which is developed through a positive and motivated attitude to learning, a healthy lifestyle, good social skills, self-discipline and a positive self-image.

We promote the highest standards of **ACHIEVEMENT** in all areas of the curriculum and help all pupils to fulfil their potential regardless of gender, race or ability.

We foster **RESPECT and RESPONSIBILITY** for all by establishing good relations between the school, home and community. Pupils are taught respect for themselves, others and the environment. They are also taught to take full responsibility for their own choices and responsibility for themselves and their community.

We encourage **TRUTH** and honesty in all aspects of school life – relationships, work and the curriculum and learn to trust and accept others' individuality and uniqueness.

We develop **SPIRITUALITY and SERVICE** so that calm, quiet, reflective times which support deep thought are part of school life and beauty is appreciated. We promote a service culture that reflects our duty to support and show compassion to all members of the community and not just ourselves.



Children at the Heart

Policy on the use of force by staff to restrain pupils

Section 93 of the Education and inspections' act 2006 enables school staff to use such force as is reasonable in the circumstances to prevent a pupil from doing or continuing to do any of the following

1. Committing any offence (or, for a pupil under the age of criminal responsibility, what would be an offence for an older pupil)
2. Causing personal injury to, damage to the property of, any person (including the pupil himself) or
3. 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.

It is always unlawful to use force as a punishment

Objectives

- To maintain the safety and well being of all pupils and staff
- To prevent serious breaches of school discipline
- To prevent serious damage to property

Minimising the need to use force

In line with the school mission statement we aim to

- Create a **happy**, calm, **spiritual** and mutually **respectful** environment that minimises the risk of incidents that might require using force arising and in turn build pupils' **self esteem**.
- Use the PSHE curriculum and all available opportunities to teach pupils how to manage conflict and strong feelings appropriately as well as teaching them to take responsibility for their choices.
- De-escalate incidents if they do arise
- Only use force when the risks involved in doing so are outweighed by the risks involved in using force
- Ensure that there are risk assessments and positive handling plans for individual pupils who need them.
- Ensure that all staff are trained to promote positive relationships

Staff authorised to use force

Permanent authorisation

All staff, taking into account their role, have the authorisation and statutory power to use force.

Deciding whether to use force

Staff should only use force when

- The potential consequences of not intervening were sufficiently serious to justify considering using force.
- The chance of achieving the desired result by other means were low: and
- The risk associated with not using force outweighed those of using force.

Using force

- It is vital that only the minimum force necessary is used to achieve the desired result.
- A clear verbal warning should be given to the pupil/pupils before force is used unless this warning would could cause a risk to safety of the pupil or other pupils or property by delaying dealing with an unsafe situation.
- The minimum force could involve separating pupils who are fighting by stepping between them, moving them swiftly apart or lifting a small child away.
- Where possible use force in view of other responsible adults and call for assistance
- No force which restricts breathing should be used and any force likely to injure a pupil should only be used in extreme circumstances where there is no viable alternative.

Staff training

Staff do not need training to exercise common sense when dealing with small children. Where children have specific risk assessments and staff are working regularly with them individual training will be provided.

Recording incidents

- All incidents which use force must be recorded on the school incident forms which are available in the office (attached).

- Incidents must be reported to parents of pupils who are involved immediately by the Head of School or one of the Senior Leaders.
- In extreme cases the Head of School or Designated Safeguarding Lead may decide to report the incident to an outside agency such as The LCSB

Post incident support

- It is important that after a traumatic incident everyone is supported to rebuild relationships and that all pupils who have witnessed or heard the incident are spoken to by the class teacher about their concerns.
- Formal support can be accessed from the School Counsellor.

Complaints and allegations

- Parental complaints will follow the normal complaints procedure
- Staff complaints follow the normal grievance/complaints procedure

Monitoring and review

- The policy will be reviewed three-yearly and all staff will be encouraged to feedback on the effectiveness and use of the policy.