



Nateby Primary School

Care and Control Policy

1. Introduction

This policy has been prepared in order to support all teaching and support staff who come into contact with pupils and for volunteers working within the school, to explain the school's arrangements for care and control. Its contents will be made available to parents and pupils, should they wish to see them.

The policy should be read in conjunction with other school policies relating to interaction between adults and pupils, notably the Behaviour Policy and Safeguarding Children Policy.

2. Purpose of Policy

Good personal and professional relationships between staff and pupils are vital to ensure 'Good Order' in our school. It is recognised that the majority of pupils in our school respond well to Positive Behaviour Management as practiced by staff. This ensures the well-being and safety of all pupils and staff in school. It also acknowledges that in exceptional circumstances, staff may need to take action in situations where the use of reasonable force may be required.

Every effort will be made to ensure that all staff in Nateby School:

- Clearly understand this policy and their responsibilities in the context of their duty of care in taking appropriate measures where reasonable force is necessary
- Are provided with appropriate training to deal with these difficult situations.

3. Definitions

a) Physical Contact

There are situations in which proper physical contact between staff and pupils may occur – e.g. to encourage/comfort pupils.

b) Physical Intervention

This may be used to divert a pupil away from a destructive or disruptive action, for example guiding or leading a pupil by the arm or shoulder with little or no force.

c) Physical Control/Restraint

This will involve the use of reasonable force when there is an immediate risk to pupils, staff or property. All such incidents must be recorded.

Reasonable force means using no more force than is necessary in the circumstances.

Control is either passive physical contact e.g. blocking the way, or active contact such as leading a pupil by the arm.

Restraint is when pupils are held back physically or to bring a pupil under control.

4. School/Staff Responsibilities

The school takes seriously its responsibilities to care for, protect and nurture pupils who attend the school. This means that the school will take any steps considered necessary in order to:

- Protect pupils from harm
- Provide a safe environment in which all children can develop to their potential
- Ensure that pupils understand the need for, and respond to clearly defined limits which govern behaviour in school.

Staff have a responsibility to act at all times, in a manner which reflects positively on their professional status and which at no time oppresses, demeans, humiliates or abuses the pupils with whom they work.

It is against the law for members of staff to indulge in any form of physical chastisement as an act of punishment. However, in the case of violent pupils and acts of aggression, it can be justified to use reasonable force in exceptional circumstances.

To undertake any form of physical control places staff in a vulnerable situation. It can therefore only be justified according to those circumstances described in this policy. Staff therefore have a responsibility to seek alternative strategies wherever possible in order to prevent the need for physical intervention. (See Behaviour Policy).

Reasonable force will only be used as a last resort when all other behaviour management strategies have failed or when pupils, staff or property are at risk.

5. Authorised Staff

In this school, all teachers and support staff who have received training (last up-dated November 2021) are authorised to use reasonable force.

Authorisation is not given to any untrained teachers, students, volunteers or parents.

The Headteacher is responsible for making clear to whom such authorisation has been given, in what circumstances and settings they may use force and for what duration of time this authorisation will last. The Headteacher will ensure that those authorised are aware of, and understand, what the authorisation entails. Those whom the Headteacher has not authorised will be told what steps to take in the case of an incident where control or restraint is needed, for example to contact an authorised member of staff.

Supply staff will not be authorised to use reasonable force unless they are familiar with this school's policy and have undertaken training.

6. Strategies for Dealing with Challenging Behaviour

Staff consistently use positive strategies to encourage acceptable behaviour and good order.(see Behaviour Policy) Every effort will be made to resolve conflicts positively and without harm to pupils or staff, property, buildings or the environment. Where unacceptable behaviour threatens good order and discipline and provokes intervention,

some or all of the following approaches should be taken according to the circumstances of the incident:

a) Verbal acknowledgement of unacceptable behaviour with request for the pupil to refrain; (this includes negotiation care and concern).

b) Further verbal reprimand stating:

- an explanation of why observed behaviour is unacceptable;
- an explanation of what will happen if the unacceptable behaviour continues.
- warning of intention to intervene physically and that this will cease when the pupil complies; if possible summon assistance – (Use professional judgement to determine whether help is needed).
- physical intervention; reasonable force uses the minimum degree of force to prevent a child from harming him or herself, others or property.

In certain exceptional circumstances, it may be necessary to move to physical intervention in the first instance – e.g. in the event of a serious fight or where staff or pupils are liable to harm. Staff will need to use their own professional judgement in these circumstances.

7. Acceptable Measures of Physical Intervention

The use of any degree of force can only be deemed reasonable if:

- it is warranted by the particular circumstances of the incident
- it is delivered in accordance with the seriousness of the incident and the consequences which it is desired to prevent
- it is carried out as the minimum to achieve the desired result
- the age, understanding and gender of the pupil are taken into account
- it is likely to achieve the desired result

Wherever possible, assistance should be obtained from another member of staff before intervening.

Physical intervention uses the minimum degree of force necessary to prevent a child harming him or herself or others property.

This physical form of intervention may involve staff:

- physically interposing between pupils
- blocking a pupil's path

- escorting a pupil
- shepherding a pupil away

Any such measures will be most effective in the context of the overall ethos created within the school in which staff exercise their responsibilities and the behaviour management strategies used. Wherever reasonable force is used, staff must keep talking to the child and try to engage him or her in discussion about the significance and implications of his/her behaviour.

8. Protection of Pupils and staff

The aim of the policy is to protect both pupils and staff. All pupils and staff have the right to be treated with respect. On rare occasions, pupils will not be able to exercise this responsibility and control will be needed. At such times, it is the responsibility of staff to ensure that they behave professionally and operate within the framework of this policy. Staff will have the support of the Headteacher and Governors, providing they have followed the guidelines contained in this policy.

9. Recording

Where physical intervention has been used to manage a pupil, a record of the incident must be completed as soon as possible after the event.

The recording should include:

- date, time and place of incident
- a brief description of the incident and actions taken.
- how the incident developed:
- attempts made to calm the situation;
- names of any staff or pupils who witnessed the incident
- the outcome of the incident including any injuries sustained, by any pupil or member of staff;
- any damage to property which has resulted;
- whether/how parents have been informed;
- and, after investigation, a summary of actions taken

The Incident Report will be completed as soon as possible after the incident, and be signed by all staff involved and the Headteacher.

After the review of the incident, physical copies of the Incident Report will be placed in a secure file, locked by the headteacher. Any digital copies will be kept on the school's password secured server with access by designated staff only.

A Health and Safety Accident/Incident Form will be completed in the event of injury to the child or staff.

Parents will be informed of the incident.

10. Complaints

The availability of a clear policy about reasonable force and early involvement of parents should reduce the likelihood of complaints but may not eliminate them. Any complaints about staff will be dealt with under the School's Complaints about Staff Procedure.

The Chair of Governors will be informed of complaints but other Governors will not be involved as a complaint may require further action on their part.

11. Monitoring of Incidents.

Whenever a member of staff has occasion to use reasonable force, this will always be recorded and documented. Monitoring of incidents will help to ensure that staff are following the correct procedures and will alert the Headteacher to the needs of any pupil(s) whose behaviour can only be contained by the use of reasonable force. This process will also address patterns of incidents and evaluate trends which may be emerging.

WRITTEN AND ADOPTED 17/11/ 2022:

Signed:



Headteacher