



# **HOLY TRINITY CE PRIMARY**

## **ANTIBULLYING POLICY**

### **Holy Trinity Mission Statement**

We strive to be the best we can be in an inclusive, safe and supportive learning community; to nurture and equip pupils with positive attitudes so that they become effective members of a multi-cultural community who demonstrate the values of hope, faith and love and develop self-discipline and confidence in a Christian family environment.

Agreed by the Governing Body on:

Signed (Chair):

Review Date:

# Physical Intervention Policy

## Mission Statement

In line with Holy Trinity's School Mission Statement, we are committed to ensuring that all our pupils and staff are able to live and work in a supportive and caring environment, demonstrating a mutual respect, so that teaching and learning can take place in order to maximise pupils' potential and achievement.

Physical interventions are only a small part of a broader range of positive handling strategies to address the needs of those whose behaviour presents a challenge. Our aim is to reduce the use of physical interventions by influencing attitudes, skills and knowledge.

Physical techniques are based on providing the maximum amount of care, control and therapeutic support. A key message is: "I care enough about you not to let you be out of control."

In the rare circumstances that it becomes appropriate to use physical intervention, staff will follow the guidelines outlined below.

## Circumstances when Physical Intervention might be appropriate.

- where there is an imminent risk of injury to persons or of significant damage to property
- where a pupil absconds from class or tries to leave the school, in circumstances where that pupil could be at risk if not kept in the classroom or the school

A member of our staff will sometimes need to rely on their professional judgement about whether or not to physically intervene by placing her/himself in a hazardous situation or standing back and thereby allowing a pupil or colleague to face a potential hazard. Staff must balance the level and duration of their intervention against the seriousness and likely consequences of the incident.

## What staff will do before and during any physical intervention

Before physically intervening, staff will

- remain calm and attempt to engender calm and use a calm tone
- tell the pupil to stop and explain to them what will happen if they do not
- use a range of non-physical interventions aimed at calming or defusing situations in order to prevent further escalation. These might include:
  - continuing to speak and listen to the pupil(s)
  - employing an appropriate level of eye contact during any dialogue
  - diverting, distracting, cajoling or humouring, where appropriate
  - reasoning with and offering appropriate choices to the pupil(s)

Sometimes a teacher should not intervene in an incident without help, for example when dealing with physically large pupils or with groups of pupils, or if the teacher believes he or she may be at risk. The teacher/staff member should summon assistance from a colleague or colleagues, or where necessary telephone the Police. The teacher/member of staff should inform the pupil(s) that he or she has sent for help. Until assistance arrives the teacher./staff member should continue to attempt to defuse the situation orally and try to prevent the incident from escalating. Attempt to move the child to a safe-room/environment or remove other children from the area.

Whilst physically intervening, staff will

- use the minimum amount of force required to achieve the desired outcome
- tell the pupil that physical restraint will stop as soon as it ceases to be necessary
- continue to use a range of non-physical interventions aimed at calming or defusing situations in order to prevent further escalation, as above

### **Staff who are permitted to use reasonable force to control or restrain pupils**

Staff who uses reasonable force will follow the guidelines asset out in the Reasonable Force Policy Where possible, only members of staff who have been trained will intervene in these situations.

### **Record-Keeping**

Our school keeps a record of all incidents where physical intervention has been necessary. The Head Teacher or deputy will be informed at the earliest possible time after an incident. This person will also decide how and when to report the incident to the pupil's parent/carer; not later than the end of the day of the incident. The written record will be completed and discussed with the Head Teacher.

If appropriate, a written account of the incident will be collected from other members of staff and pupils who were present. In line with our commitment to working with parents, we aim to maintain an open dialogue for the duration of any relevant process which may follow an incident.

We will review regularly the number and type of incidents in which force has been deemed necessary. This will be used to ensure that there is adherence to this policy and to identify improvement needed in other policies and procedures of this school.

### **Sharing of information**

This policy will be available to all members of the school community via the website. In principle, as few people as possible should know of any specific incident and staff should maintain confidentiality to the greatest possible extent. In part this is to enable governors and staff involved in any consequence or complaint to do so without having acquired hearsay knowledge.

### **Implementation, monitoring and review**

The Head Teacher is responsible for:

1. ensuring that all staff are familiar with this school policy
2. ensuring that relevant staff have received training in non-physical interventions in order to reduce the need for physical restraint
3. ensuring that named personnel have received training in physical intervention techniques
4. monitoring and reviewing the implementation of the school's policy.
5. maintaining a record of staff that have received relevant training.