



# Restraint Policy

Responsibility: **Alison Vigor**

Date reviewed: **October 2016**

Next review date: **October 2017**

We aim to create a calm, orderly and supportive climate to minimise the risk of violence of any kind. We will always try to de-escalate incidents, only using force when the risks involved in doing so are outweighed by the risks involved in not using force.

## **PRINCIPLES**

1. The degree of force should be the minimum needed to achieve the desired result after all other means of de-escalating the situation have been exhausted.
2. It is important that staff effectively manage incidents by communicating calmly with non-threatening verbal and body language.
3. Use of force cannot be justified to prevent trivial misbehaviour
4. All (permanent) centre staff members (automatically) have the statutory power to use reasonable force to prevent students committing a criminal offence, injuring themselves or others or damaging property, and to maintain discipline.
5. This includes adults whom the Headteacher has given temporary authorisation to have control of students (eg parents accompanying students on a visit). It applies on centre premises and elsewhere when staff are in lawful control (eg on a visit). Parental consent is not required to restrain a student.
6. When members of staff use restraint they physically prevent a student from continuing what they were doing after they have been told to stop. The potential consequences of not intervening should be sufficiently serious to justify the use of force, where the chances of achieving the desired result by other means are low. For example:
  - To prevent a student from attacking another student or a member of staff
  - To prevent a student causing injury or damage by accident, rough play or by misuse of dangerous material
  - To prevent a student causing deliberate damage to property
  - To prevent a student seriously harming themselves
  - To prevent a student leaving school where this would entail serious risks to the students (or other students) safety.



7. The judgement on whether to use force should depend on the circumstances of each case and- crucially in the case of students with SEN or disabilities- information about the individual concerned. If there are statemented students who have positive handling plans staff should be aware of the techniques that should be used with them. It is expected that schools will develop specific policy and practice on the use of force with students with SEN.

### **PRACTICE**

1. Before using force engage the student in a calm tone, making clear that their behaviour is unacceptable and explaining that physical intervention will only be used to ensure safety.
2. Sometimes standing between students will be sufficient to avoid conflict. Sometimes leading a student by the hand or arm or by placing a hand in the centre of the back might calm a situation.
3. Staff might prevent a student from running into a busy road or prevent a student from hitting another with a dangerous object, but should always consider their own safety and that of others when deciding how to act in such situations.
4. If more positive intervention should be needed always seek the help of another member of staff.
5. If you think a student might be carrying a weapon, alcohol, drugs or stolen property talk to the Headteacher or member of the Senior Leadership Team.
6. All staff will be briefed on de-escalation and the use of restraint as regular part of the CPD schedule.
7. Each significant incident where a member of staff uses force on a student must be recorded.
8. The Management Committee will monitor this procedure.
9. Parents should be informed as soon as possible after the incident (except in cases where reporting the incident to a parent will result in significant harm to the student, where the LA should be informed). They should be told when and where the incident took place, the strategies used to avoid using force, what force was used, any injuries and follow-up action. Parents will be informed by the Headteacher.
10. If you have been involved in an incident and you would like support to cope with the physical and emotional consequences please contact Alison Vigor or the Head Teacher.

### **POLICY REVIEW – RESTRAINT POLICY**

This policy will be reviewed annually

Signed: \_\_\_\_\_ (Headteacher)

Signed: \_\_\_\_\_ (Chair of the Management Committee)

**Malden Oaks**

*Investing in success*



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