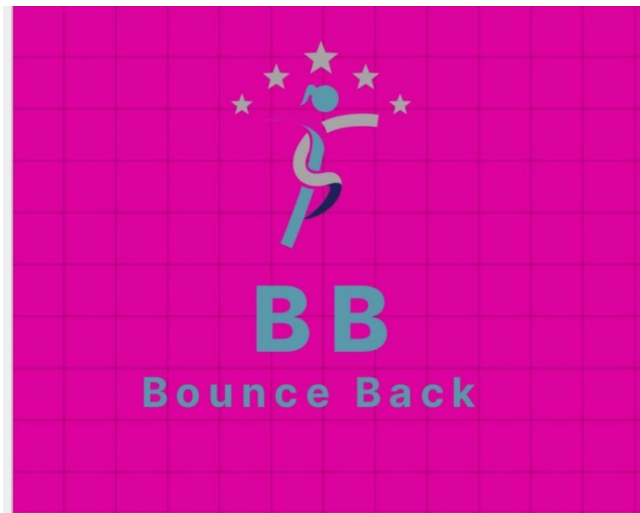


Bounce Back Alternative Provision



Restrictive Physical Intervention Policy

Control Sheet

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1. Purpose

The purpose of this policy is to make clear the position of Bounce Back AP with regards to necessary restrictive physical interventions and to safeguard the well-being of children and young people, staff and visitors when a situation or incident requires the use of physical intervention and or restraint.

It is the objective of Bounce Back Alternative Provision to maintain consistent and safe practices in the use of handling, reasonable force, physical intervention and restraint.

2. Physical Intervention and the Law

The law allows all adults who are authorised by the proprietor to be responsible for children and young people to use such force as is reasonable to prevent a student:

- Committing a criminal offence (or for younger children and young people that which would be an offence)
- Causing personal injury, injury to others or damage to property
- Engaging in behaviour prejudicial to maintaining good order and discipline

Staff should not hesitate to act in these situations, provided they follow this policy and the attached guidance; however, they should always satisfy themselves that the action they take would be considered justifiable and reasonable by a wider audience of their professional colleagues.

3. Definitions of Terms

Handling – refers to any physical intervention applied by a member of staff where it necessary to make physical contact with a child or young person, in order to manage their conduct or ensure their own or others safety. Handling strategies may be restrictive or non-restrictive and include shepherding, guiding, supporting, blocking, confining within the POD (a safe environment utilised to foster regulation), holding and, in the most extreme cases, restraining.

Use of Reasonable Force – is the application of appropriate and proportionate force required to achieve the required outcome from the handling strategy employed (see above) without further endangering the child or young person, member of staff or others present at the time of physical intervention.

Restraint - is the positive application of force in order to actively prevent a child or young person from causing significant injury* to him/herself or others or seriously damaging property.

****Significant Injury would include: actual or grievous bodily harm, physical or sexual abuse, risking the lives of, or injury to, themselves or others by wilful or reckless behaviour, and self-poisoning.***

It must be shown that on any occasion where physical intervention/ restraint is used, there were strong indicators that if immediate action had not been taken, significant injury would have followed.

4. Planning Around and Individual and Risk Assessment

In most situations, our use of restrictive physical intervention is in the context of a prior risk assessment which considers:

- What the risks are
- Who is at risk and how
- What we can do to manage the risk (this may include the possible use of restrictive physical intervention)

We use this risk assessment to inform the individual behaviour plan that we develop to support the child or young person. If this behaviour plan includes restrictive physical intervention it will be as just one part of a whole approach to supporting the child or young person's behaviour. The behaviour plan outlines:

- Our understanding of what the child/ young person is trying to achieve or communicate through his/her behaviour
- How we adapt our environment to better meet the child/ young person's needs
- How we teach and encourage the child/ young person to use new, more appropriate behaviours
- How we reward the child/ young person when he or she makes progress
- How we respond when the child/ young person's behaviour is challenging (responsive strategies)

We pay particular attention to responsive strategies. We use a range of approaches (including humour, distraction, relocation, and offering choices) as direct alternatives to using restrictive physical intervention.

Bounce Back AP draw from as many different viewpoints as possible when we anticipate that an individual child or young person's behaviour may require some form of restrictive physical intervention. In particular, we include their perspective. We also involve parents (or those with parental responsibility), advocates where appropriate, staff from our setting who work with the child, and any visiting support staff (such as Educational Psychologists, Speech and Language Therapists, Social Workers and colleagues from the Child and Adolescent Mental Health Services). Outcomes from these planning meetings are recorded and parental consent is sought to confirm their knowledge of our planned approach. We review these plans at least once every term, or more frequently if there are any concerns about the nature or frequency of the use of restrictive physical intervention or where there are any major changes to the child or young person's circumstances.

Bounce Back AP recognise that there may be some children and young people within our setting who find physical contact in general particularly unwelcome as a consequence of their culture/religious group, disability or life experience, in particular those who have experienced abuse. We have systems to alert staff discreetly to such issues so that we can plan accordingly to meet individual children and young people's needs.

Where an individual child or young person has an individual positive behaviour management plan, which includes the use of restrictive physical intervention, we ensure that such staff receive appropriate training and support in behaviour management as well as restrictive physical intervention. We consider staff and children and young people's physical and emotional health when we make these plans and consult with the child/ young person and their parents/guardians.

Where a child/ young person does not have an existing behaviour plan or risk assessment – i.e., in an emergency, staff do their best, using reasonable force within their duty of care.

5. Implementation of Restrictive Physical Intervention:

- All members of staff working with children and young people at Bounce Back AP are authorised to handle, use reasonable force or restrain children and young people if/when such physical intervention is necessary
- No member of staff is required to employ any restrictive physical intervention strategy if they are not comfortable or confident to do so effectively
- Staff will receive physical intervention training and annual refresher training

No member of staff should intervene physically if they have reason to believe that to do so would worsen the situation/incident that is taking place.

In all circumstances where restrictive physical intervention is or may become required, members of staff should ensure that adult assistance is requested before intervention, although it is understood that circumstances may lead to the need for intervention prior to the assistance arriving.

Staff considering handling, use of reasonable force or restraint must provide opportunity for the child or young person to alter their behaviour/actions before employing restrictive physical intervention strategy and should continue to make instructions to the child or young person and details of their intended interventions clear.

The method of restrictive physical intervention employed must use the minimum reasonable force for the minimum length of time (additional guidance regarding what intervention is and is not appropriate is given in Appendix A).

6. Supporting and Reviewing

Bounce Back AP recognise that it is distressing to be involved in a physical intervention, whether as the child or young person being held, the person doing the holding, or someone observing or hearing about what has happened.

After a restrictive physical intervention, we give support to the child or young person so that they can understand why it was necessary. Where we can, we record how the child/ young person felt about this. Where it is appropriate, we have the same conversations with other children/ young people who observed what happened. In all cases, we will wait until the child/ young person has regulated enough to be able to talk productively and learn from this conversation. If necessary, the child/ young person will be asked whether he or she has been

injured so that appropriate first aid can be given. This also gives the child/ young person an opportunity to say whether anything inappropriate has happened in connection with the incident.

We also support adults who were involved, either actively or as observers, by giving them the chance to talk through what has happened with the most appropriate person from the staff team.

A key aim of our after-incident support is to repair any potential strain to the relationship between the child/ young person and the people that were involved in the restrictive physical intervention.

After a restrictive physical intervention, we consider whether the individual behaviour plan needs to be reviewed so that we can reduce the risk of needing to use restrictive physical intervention again.

7. Recording Restrictive Physical Intervention

All incidents where staff feel that they have used force to modify behaviour or conduct should be recorded. Where physical intervention is restrictive, staff must complete a report that will be shared with parents, a parental signature must also be sought to confirm their awareness of the incident what restrictive physical intervention strategy has been employed and any resulting injury. It is not necessary to record every incident of contact with a child, but where a member of staff perceives that contact has been received at all negatively, these circumstance MUST be recorded and reported appropriately.

Intervention Recording Forms are available and should be submitted to the proprietor and designated safeguarding Lead (DSL) for Safeguarding. The feeder schools and/or the LA will be informed of the intervention that has taken place.

It is the responsibility of the intervening member of staff to complete the record form on the day that the intervention took place.

The circumstances and nature of the physical intervention will be held on the record of the child or young person involved.

The proprietor/ DSL will inform any necessary agencies/authorities of the physical intervention in accordance with DfE and LA guidance. The proprietor/ DSL will ensure that parents/carers are appropriately informed.

For the safeguarding of both staff and children and young people, any subsequent investigation of the situation/incident should be undertaken by a member of staff other than the one applying the physical intervention.

8. Searching Students

On occasions a member of staff may have reasonable grounds to suspect that a child or young person is in possession of an item or items which contravene Bounce Back AP regulations and could potentially cause harm to themselves or others. Under these circumstances The Education Act 2011 extends the power of staff to search students without their consent. Any prohibited items found in their possession will be confiscated. These items will not be returned to students.

We will also confiscate any item which is harmful or detrimental the provisions discipline. These items will be returned to parents.

Searching and screening children and young people is conducted in line with the DfE's latest guidance on searching, screening and confiscation.

Searches will be conducted by two members of staff, at least one of whom will be the same gender as the child/ young person. Children and young people will be offered the opportunity to have their parents/carers present.

Bounce Back Alternative Provision does not endorse and will not undertake a physical search of any child or young person's person. Where necessary, a child or young person will be requested to remove his/her coat and/or jumper/ cardigan, empty all pockets, open their bags and in some circumstances remove their shoes and socks. Possessions and items of apparel that have been removed may then be searched by the staff present.

If undesirable items are discovered the provision will use its power of confiscation to retain the offending item(s). Parents/carers, if not present, will be contacted to explain what has been found and any subsequent sanctions that have been applied. Where appropriate, parents/carers will be invited to retrieve the offending property and asked to ensure that they are not brought to school again.

In the event that illegal items are discovered then the Police will be informed immediately.

9. Concerns and Complaints

The use of restrictive physical intervention is distressing to all involved and can lead to concerns, allegations or complaints of inappropriate or excessive use. In particular, a child or young person might complain about the use of restrictive physical intervention in the heat of the moment but on further reflection might better understand why it happened. In other situations, further reflection might lead the child or young person to feel strongly that the use of restrictive physical intervention was inappropriate. This is why we are careful to ensure all children and young people have a chance to review the incident after they have regulated.

If a child/ young person or parent has a concern about the way restrictive physical intervention has been used, Bounce Back AP's complaints procedure explains how to take the matter further and how long we will take to respond to these concerns.

Where there is an allegation of assault or abusive behaviour, we ensure that the proprietor is immediately informed. We would also follow our child protection and safeguarding procedures. In the absence of the proprietor, in relation to restrictive physical intervention, we ensure that the DSL is informed. If the concern, complaint or allegation concerns the proprietor, we ensure that the Chair of Governors is informed.

Our staff will always seek to avoid injury to the child/ young person, but it is possible that bruising or scratching may occur accidentally. This is not to be seen as necessarily a failure of professional technique but a regrettable and infrequent side effect of making sure children and young people remain safe.

If parents/carers are not satisfied with the way the complaint has been handled, they have the right to take the matter further as set out in our complaints procedure.

The results and procedures used in dealing with complaints are monitored by the governing body.

Appendix A – Guidance for Staff on Handling, Use of Reasonable Force and Restraint

Purpose of this document

- To provide for the safety and security of children and young people in need of restrictive physical intervention
- To clarify for staff the steps they are allowed to take if a situation requiring restrictive physical intervention arises
- To enable staff to distinguish between what intervention is and is not acceptable
- To ensure that staff have read the documentation from DfE
- To help ensure that any restrictive physical intervention is minimal, infrequent, recorded and that relevant authorities and parents are appropriately informed.

The decision to employ a Restrictive Physical Intervention Strategy

You should be aware that all staff who have responsibility for children and young people are authorised to employ restrictive physical intervention strategies in the event they are necessary and that the law allows you to intervene in this manner.

You should however be aware that you have a choice whether or not to intervene physically in any given situation and that you should not do so if you are uncomfortable with the situation or not confident to deal with it effectively.

You should be aware that in the event that you employ a physical intervention strategy, the parents of the child will be informed of your actions, the record of the intervention will be kept on the child or young person's file and where necessary relevant authorities will be notified of the incident for your own future protection.

In what way can you physically intervene?

Any application of physical intervention must only use the minimum force for the minimum amount of time.

There are a number of ways in which you can physically intervene, and you must choose the strategy appropriate to the situation and presenting least risk to yourself, the student and other persons.

Appropriate actions include;

Shepherding or Guiding; using body positioning and positive gestures to move a child or young person away from harm. This may include the placing of a hand on the back (between the shoulder blades) and using reasonable force to actively move them from one place to another. **Blocking or Interposing;** placing yourself between the child/ young person and their objective (e.g exit, another student) thereby preventing the potential injury damage or prejudice to good order.

Holding and Leading; leading the child/ young person (with open hand e.g by the upper arm) to prevent them from injury, damage, etc. In cases of resistance from a child or young person, it may be necessary to employ holding to effectively achieve shepherding and, hence you are actively leading them away.

Restraining; used only in the most extreme cases, restraining may require a significant amount of force in order to prevent significant injury (as described in the policy). Essentially, restraining is a more extreme version of holding, may require more than one adult and may last significantly longer than other strategies. However, the same care must be taken to restrain a child or young person appropriately.

In what ways must you NOT physically intervene?

The purpose of physical intervention is essentially to maintain good order and ensure the safety of all individuals, therefore it is never appropriate to employ a physical intervention strategy if you are not in control of your own emotions. Physical interventions must never be employed in anger or frustration. If you find yourself angry or frustrated by the situation at hand you must step back and allow someone else to manage the issue.

It is never appropriate to use physical intervention strategies as a punishment.

Just as there are a number of acceptable intervention strategies, there are also a number of actions it is completely inappropriate to take.

Inappropriate actions include;

Hitting or Striking; while it is entirely possible that in the course of an intervention (eg. breaking up a fight) you may be hit yourself, you must not strike a child or young person.

Deliberately inflicting pain; it is not okay to twist limbs or put pressure on joints (eg. arm up a student's back), pull or hold hair, pinch or hold a student in a pain inducing way (eg. by the ear).

Making contact with sexually sensitive areas of the body; where at all possible contact should be restricted to arms, shoulders and the back as previously described.

Restricting breathing; by holding round the throat or for a prolonged period around the chest. It is also never appropriate to sit on/straddle a child or young person, or hold them face down to the floor.

Guidance for managing your intervention

- a. Always give a child or young person an opportunity to resolve the situation without use of physical intervention first.
- b. Always send for assistance from colleagues or another authorised adult; other children or young people should never be involved in physical intervention. You may have to intervene before help arrives, but not managing this entirely on your own is safer for all concerned
- c. Be aware of your emotions. Are you comfortable and confident to deal with this scenario without anger? If not – don't intervene
- d. Continue to communicate with the child or young person (and witnesses) throughout the incident even if the child/ young person doesn't respond. Be clear about what you are doing and inform the student that the intervention will cease when it is no longer necessary.
- e. Apply only appropriate strategies and the minimum required force to achieve the required outcome (prevention of injury/harm, child/staff safety, restoration of good order). Release the student once this has been achieved
- f. Manage the situation calmly – even if the child/ young person responds negatively

- g. Complete a 'Physical Intervention Record Form' as soon as possible after the event. This must be completed on the day of the incident requiring restrictive physical intervention

Minimising the need for Physical Intervention

In most circumstances Physical Intervention really should be a last resort or an emergency action. Therefore, all staff should:

- endeavour to create a calm environment which will minimise the risk of incidents where the use of restrictive physical intervention may be required
- endeavour to teach children and young people how to manage strong emotions and conflict through wider aspects of the provision's learning opportunities
- quickly seek to de-escalate incidents if they do arise
- only use reasonable force when the risks involved in doing so are outweighed by the risks involved in not using force
- be aware of risk assessments and positive handling plans for specific individual children and young people

All staff must read DfE Circular 10/98. (Section 550A of the Education Act 1996 the use of force to control or restrain pupils).

Appendix B – Authorised Staff

Employee's and those whose contracts give them control and charge of pupils are authorised by statute to use reasonable force if necessary in order to prevent a pupil from doing, or continuing to do any of the following:

1. Committing an 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, or damage to the property (including the pupil himself)
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.

However, staff are cautious about the use of restrictive physical intervention under the "prejudicial to the maintenance of good order and discipline" clause and would only do this in exceptional circumstances, with staff that know the child/ young person well and who are able to make informed judgements about the relative risks of using, or not using, restrictive physical intervention.

The proprietor/ headteacher may wish to specifically authorise other individuals to have control and charge of children and young people for a specific period of time, e.g. for the duration of a school trip. The proprietor/ headteacher should ensure that these people, and everyone automatically authorised by contract, are aware of what the authorisation means. The proprietor/ headteacher should also ensure that those not authorised have been told what steps to take in the case of an emergency.

Appendix C – Record of Staff Training

The table below is record of all staff training relating to behaviour management, preventative approaches, managing conflict and restrictive physical intervention techniques.

Names of those staff trained	Dates of Training	Course attended	Dates for Refresher Training

