



Leominster Primary School and nursery **Physical Restraint Policy**

Leominster Primary School and nursery offers a positive, safe learning environment for its community, in which everyone has equal and individual recognition and respect. We celebrate success and are committed to the continuous improvement and fulfilment of potential in every child. We encourage increasing independence and self-discipline amongst the pupils. Everyone within the school has an important role to play in sharing responsibility for the development of positive behaviour and attitudes.

As a school we are committed to a positive behaviour policy which encourages children to make positive behaviour choices. We aim as a school, to produce a safe and secure environment where all can learn. On rare occasions, circumstances may result in a situation that requires some form of physical intervention by staff. This policy aims to produce a consistent school response to any incidents that may occur and make clear each person's responsibility to physical intervention and restraint.

Our policy for physical intervention is based upon the following principles;

- Physical intervention should be used only as a last resort when other appropriate strategies have failed.
- Any physical contact should be only the minimum required.
- Physical intervention must be used in ways that maintain the safety and dignity of all concerned.
- Incidents must be recorded and reported to the Head teacher as soon as possible.
- Parents will be informed of each incident.

At Leominster Primary School and nursery, we aim to avoid the need for physical intervention and regard this as a last resort in a minority of situations. We always aim to deal with behaviour using a positive approach and therefore this policy should be read in conjunction with our Promoting Positive Relationships policy. It is not possible to define every circumstance in which physical restraint would be necessary or appropriate and staff will have to exercise their own judgement in situations which arise within the above categories. Staff should always act within the School's policy on behaviour and discipline, particularly in dealing with disruptive behaviour. Staff should be aware that when they are in charge of children during the school day, or during other supervised activities, they are

acting in loco parentis and have a 'Duty of Care' to all children they are in charge of. They must, therefore, take reasonable action to ensure all pupils' safety and wellbeing. Staff are not expected to place themselves in situations where they are likely to suffer injury as a result of their intervention.

Roles

The Head Teacher

- Lead the implementation of the contents of this policy and communicate its contents to all members of the school community.
- Ensure that the school is a safe place for all pupils and staff.
- Ensures incidents are recorded and reviewed appropriately and discussed next steps with SENCOs and safe guarding manager.
- Ensures that all staff members receive sufficient training to be equipped to deal with incidents that require physical intervention and restraint.
- Ensures that staff receive appropriate support following an incident.

. Staff

- Follow the positive handling plans for those with recognised emotional/behavioural difficulties
- . • Inform head teacher of any incidents involving physical intervention or restraint.
- Communicate effectively and promptly with parents.
- Write/review PHP (positive handling plan) and share with parents and relevant staff.
- Record incident in the bound book stored with the head Teachers.
- Communicate any concerns to the head teachers, SENCOs and safeguarding manager.

Parents

- Attend meetings arranged by members of staff and cooperate in devising strategies, planned responses and PHPs which will support the child.
- Sign and support the PHP.
- Communicate any concerns to an appropriate member of staff.

Use of Reasonable Force & Physical Restraint

The term 'reasonable force' covers the broad range of actions used by most teachers at some point in their career that involve a degree of physical contact with pupils. Force is

usually used either to control or restrain. This can range from guiding a pupil to safety by the arm through to more extreme circumstances where a pupil needs to be restrained to prevent violence or injury. All members of school staff have a legal power to use reasonable force. Reasonable force can be used to prevent pupils from hurting themselves or others, from damaging property or from causing disorder.

The DfE document **Use of Reasonable Force** states that reasonable force can be used by all members of school staff and can be used to prevent pupils from hurting themselves or others, from damaging property or from causing disorder.

In all circumstances, alternative methods should be used as appropriate with physical intervention or restraint, a last resort. When physical restraint becomes necessary.

DO

- Tell the pupil what you are doing and why
- Tell the pupil what s/he must do for you to remove the restraint (this may need frequent repetition)
- Use simple and clear language
- Relax your restraint in response to the pupil's compliance

DON'T

- Act in temper (involve another staff member if you fear loss of control)
- Involve yourself in a prolonged verbal exchange with the pupil

Actions after an incident:

Physical restraint often occurs in response to highly charged emotional situations and there is a clear need for debriefing after the incident, both for the staff involved and the pupil. The head teachers should be informed of any incident as soon as possible and will take responsibility for making arrangements for debriefing once the situation has stabilised. An appropriate member of staff should always be involved in debriefing the pupil involved and any victims of the incident should be offered support, and their parents informed. After any incident involving restraint a Positive Handling Plan will need writing/reviewing. It is also helpful to consider the circumstances precipitating the incident to explore ways in which future incidents can be avoided. All incidents should be recorded immediately in the Bound Book. All sections of this report should be completed so that any patterns of behaviour can be identified and addressed. In the event of any future complaint or allegation this record will provide essential and accurate information.

A member of the leadership team will contact parents as soon as possible after an incident, normally on the same day, to inform them of the actions that were taken and why, and to provide them with an opportunity to discuss it.

Positive Handling Plans

If we become aware that a pupil is likely to behave in a disruptive way that may require the use of reasonable force, we will plan how to respond if the situation arises. Such planning will address:

- Strategies to be used prior to intervention
- Ways of avoiding 'triggers' if these are known • Involvement of parents to ensure that they are clear about the specific action the school might need to take
- Briefing of staff to ensure they know exactly what action they should be taking (this may identify a need for training or guidance) • Identification of additional support that can be summoned if appropriate
- The school's duty of care to all pupils and staff

At Leominster Primary School, staff are trained on a rolling programme by instructors from Team-Teach to ensure staff understanding of strategies to de-escalate situations, of when it is reasonable to use reasonable force and of the legitimate and appropriate physical techniques that should be used if required (records of training are available with the Safeguarding Manager).

Risk assessments

Risk assessments must be compiled for pupils who may need physical restraint and a Positive Handling Plan together with a Behaviour Support Plan must be in place for these children; the Safeguarding Manager together with the SENCo is responsible for ensuring that these are in place. Risk assessments for children should address: strategies to be used prior to intervention, ways of avoiding triggers if these are known, involvement of parents/carers and pupil to ensure that they are clear about the specific action the school might need to take, briefing of staff to ensure that they know exactly what action they should be taking (this may identify a need for training or guidance), identification of additional support that can be summoned if appropriate and the school's duty of care to all pupils and staff.

Complaints and Allegations

A clear physical intervention and restraint policy, adhered to by all staff and shared with parents, should empower everyone working with children at Leominster Primary School and Nursery. Any concern about the use of Physical intervention and restraint would lead to a full investigation. It is our intention to inform all staff, pupils, parents and governors about these procedures and the context in which they apply. All complaints about the use of force should be investigated thoroughly, speedily and appropriately.

Reviewed: September 2025

Next Review Date: September 2026

References:

DfE Use of reasonable force (2013)

Team Teach workbook

Dealing with allegations of abuse against teachers and other staff

School Behaviour Policy and guidelines