

TITLE

- Staff should always

Using Force:

Any use of force or restraint carries risks; therefore, staff should always attempt to communicate with the individual calmly and clearly, using non-confrontational language and gestures to attempt to defuse the situation. They should give clear instructions, allowing the individual an opportunity to comply before considering the use of reasonable force.

Staff members should consider factors such as the level of threat, the individual's behaviour, and the potential of harm to themselves or others.

Staff should consider: the age and understanding of the student; any vulnerabilities, learning disabilities, or medical conditions of the student; the relative risks of not intervening; the method of restraint that would be appropriate in the circumstances; and the impact of the restraint on the future of the relationship with the student or other students.

If a staff member believes that touch, restraint, or reasonable force may be necessary, they should seek assistance from other staff members if available.

A calm and measured approach to a situation is needed and members of staff should never give the impression that they have lost their temper, or are acting out of anger or frustration, or to punish the student.

Staff should not act in a way that might reasonably be expected to cause injury, for example by: holding someone around the neck, or by the collar, or in any other way that might restrict

digits against a joint; tripping anyone; holding or pulling anyone by the hair or ear; touching or holding anyone in a way that might be considered indecent; sitting on anyone; applying a

person standing behind them; or using clothing or belts to restrict movement.

As soon as it is safe, if restrictive physical intervention has been used, the intervention should gradually be relaxed to allow the student to regain self-control. It should be explained to the student what will happen next to reassure them.

Unplanned Interventions:

Unplanned interventions require professional judgement to be exercised, often requiring split-second decisions in response to unforeseen events or incidents. Unless the situation is urgent, staff should seek assistance from other members of staff, however, if such assistance is not available, any response must still be reasonable and proportionate, and should use the minimum force necessary to

Activate Learning is committed to fulfilling its duties under the Equality Act and make reasonable adjustments for students with identified additional needs such as communication, learning, medical or behavioural.

Measures for managing identified risks should be set out in an agreed support plan. The student and their parent/carer (when under the age of 18 or adult with an EHCP) should be involved with this process and the plan shared with all those with a role in implementing it.

Some Activate Learning staff are trained in Management of Actual or Potential Aggression (MAPA) and may utilise this training for specified students, where there is an identified need and relevant risk assessment. Following use of MAPA intervention techniques, the incident

Personal Risk Assessment and support plan is reviewed.

Post-Intervention Procedures:

Unplanned interventions and significant incidents should be reported as soon as is practicably possible to the Behaviour and Welfare Officer, Duty Manager, Group Director for Faculty and College, and a member of the Safeguarding Team. Incidents involving 14-16-year-olds should also be reported to the 14-16 Programme

This policy complies with:

Article 8 of the European Convention on Human Rights

Department for Education Behaviour in Schools

Department for Education - Searching, Screening and Confiscation

Department for Education - Use of Reasonable Force

Education Act 1996

Equality and Diversity Act 2010

Health and Safety Act