



We nurture, we flourish, we achieve

COPING WITH RISKY BEHAVIOURS (CRB)

Author / Contact:	Debbie Hyslop
Publication Date:	October 2018
Related Policies and documents:	Behaviour, Safeguarding, Health and Safety, Inclusion, Exclusion, Complaints, PSHE, Employee Code of Conduct, SEND, KCSIE Sept 2022, 'Dealing with Allegations of Abuse Against Teachers and Other Staff Guidance' Updated Sept 2021 DfE, 'Behaviour and discipline in schools Advice for Head Teachers and School Staff' January 2016 DfE, 'The MAPA Programme, A Practical Approach for managing Aggressive an Violent Behaviour' 'Revised Guidance on the use of Physical Intervention' March 2011 NCC, Every Child Matters Outcomes Framework. 'Creating a Culture: How Schools can Optimise Behaviour' Tom Bennett March 2017, 'Improving Behaviour in Schools Guidance Report-' EEF June 2019 , Exclusion from Maintained Schools and Academies and Pupil Referral Units in England (Sept 2017), British Institute for Learning Disabilities (BILD) www.bild.org.uk
Reviewed by:	Debbie Hyslop October 2023
Next Review Date:	October 2024 (or sooner in response to significant change in legislation and / or whole school practice)
Approved/Ratified by:	Staff and Governors at Nettleworth Infant and Nursery School

Our School Key Objectives

At Nettleworth Infant and Nursery School we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential.

We take the safety of our pupils and staff very seriously. We believe that all pupils and staff have the right to be and feel safe whilst at school or on a school-run activity.

This policy should be read in conjunction with our behaviour, discipline, child protection (and the broader safeguarding agenda) policies.

Policy Development

This policy was formulated in consultation with the whole school community with input from members of staff, governors, parents/carers, children and young people, and other partners.

Pupils contributed to the development of the policy through discussions in lessons relating what good behaviour looks like on a daily basis and how to keep safe in school. Parents were encouraged to contribute by ascertaining their views through questionnaires sent home and through Ofsted Parent View. This policy is also written in line with Nottinghamshire County Council's policy published in 2011 on the same subject, entitled 'Keeping Classrooms Safe for Learning and Teaching' and subsequent updated advice issued in January 2017 entitled Revised Guidance on the use of Physical Intervention.

Minimising the Need to Use Reasonable Force

As a school we are firmly committed to creating a calm and safe environment which minimises the risk of incidents arising that might require the use of reasonable force. We use a curriculum which endeavours to explore and strengthen emotional responses to situations.

We will only use force as a last resort and strongly believe in de-escalating any incidents as they arise to prevent them from reaching a crisis point. Staff will be skilled in promoting and rewarding positive behaviour and will utilise various appropriate techniques in the management of a class environment.

Staff will only use reasonable force when the risks involved in doing so are outweighed by the risks involved by **NOT** using force.

Staff Authorised to Use Reasonable Force

Under Section 93 of the Education and Inspection Act (2006) and subsequent guidance published by the DfE in January 2016 entitled 'Behaviour and Discipline in Schools – Guidance for Head Teachers and Staff' the head teacher of our school is empowered to authorise those members of his/her staff to use reasonable force.

At Nettleworth School the head teacher has empowered the following members of staff to use reasonable force:

- Teachers and any member of staff who has control or charge of pupils in a given lesson or circumstance have permanent authorisation.
- Other members of staff such as site management and administrative teams also have the power to use reasonable force if a circumstance should arise in which immediate action should be taken.

Deciding Whether to Use Reasonable Force

Under English law, members of staff are empowered to use reasonable force to prevent a pupil from or stop them continuing:

- committing any offence;
- causing personal injury to, or damage to the property of, any person (including the pupil himself); or,
- 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.

All members of staff will make decisions about when, how and why to use reasonable force. To help staff in making decisions about using reasonable force the following considerations may be useful:

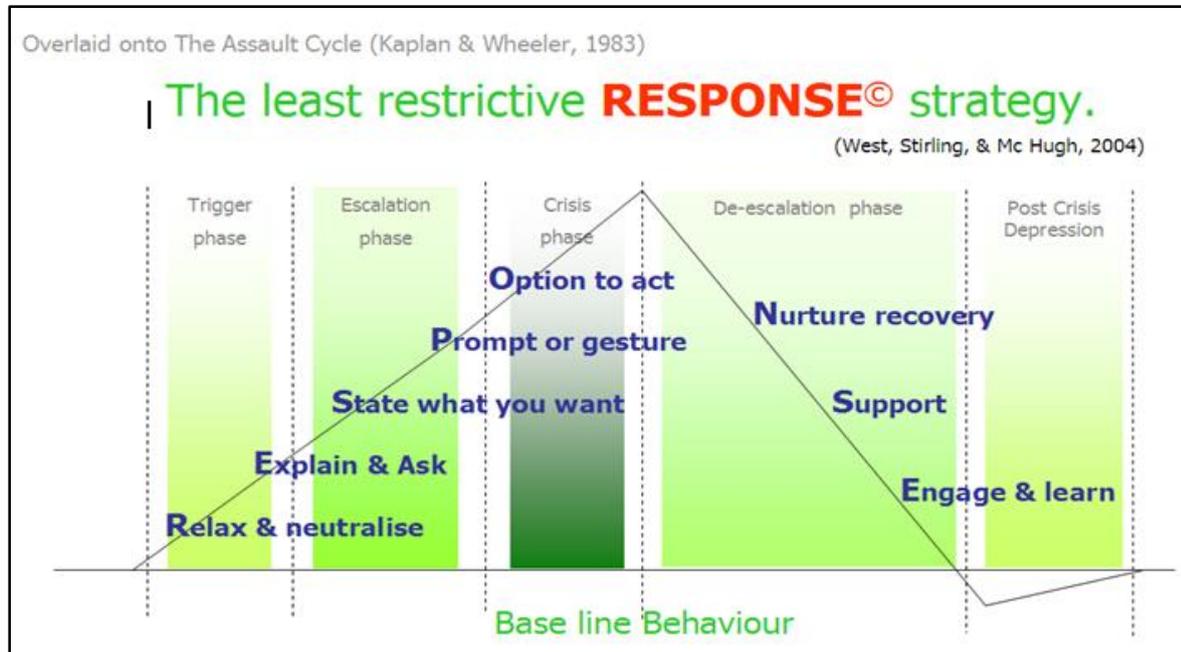
- whether the consequences of not intervening would have seriously endangered the wellbeing of a person;
- whether the consequences of not intervening would have caused serious and significant damage to property;
- whether the chance of achieving the desired outcome in a nonphysical way was low;
- the age, size, gender, developmental maturity of the persons involved.

Staff are also expected to remember that physical intervention is only one option and for behaviours involving extreme levels of risk it may be more appropriate to gain support from other agencies, including the police.

Staff will be kept informed and have a duty to inform others about the plans around specific pupils who can present risks to themselves and others. This may include information about SEN, personal circumstance and temporary upset.

Using Reasonable Force

When using force members of staff should only use the minimum amount of force required in achieving the required outcome. Staff should also use force within the context of existing good practice in nonphysical skills and techniques, such as in the RESPONSE© Strategy.



- R Relax and Neutralise:** try to respond in a relaxed way that does not focus attention on the behaviour i.e. interact and focus on the person whilst downplaying the behaviour to neutralise its effect. Maintain a neutral response and attempt to positively interact with the person.
- E Explain and Ask:** explain what you want the person to do. This should be in the form of a request that can be understood by the person to encourage them to behave differently.
- S State:** state what you want the person to do. This requires a clear and assertive statement that can be understood by the person to encourage them to behave differently.
- P Prompt or Gesture:** prompt the person to change their behaviour by adding a physical gesture or physical contact to your verbal interactions.
- O Option to Act:** option to act to interrupt the behaviour and reduce risk. You may be able to justify a physical action to 'disengage' from the person, or to implement some type of restrictive physical restriction in the form of 'safe holding' to reduce the immediate or potential risk(s).
- N Nurture Recovery:** nurture the recovery process. This requires staff to work with the person to help them to regain personal control and composure, thus moving towards a lower-risk state of baseline behaviour.
- S Support:** supporting people after an event is crucial in helping to avoid a repeat incident in the short-term, and to help people to deal effectively with their experience.
- E Engage and Learn:** engaging with the person at an appropriate time after the event will help them to express their thoughts, feelings and perceptions of the incident and staff responses. This process will encourage reflection and the potential for learning by all parties and offer an opportunity to make complaints. By ensuring a transparent and open approach, staff will benefit greatly by gaining a better understanding and insight into the person and their particular needs.

Staff should, where possible, avoid any type of intervention that is likely to injure a pupil, unless in the most extreme of circumstance where there was no viable alternative. Also staff should try to avoid using force unless or until another member of staff is present to support, observe or call for assistance.

Staff training

Teaching staff and teaching assistants at Nettleworth Infant and Nursery School have accessed training led by Jon Glover on coping with risky behaviours.

These courses provide participants with an insight into recent legislation and guidance that could impact on policy and practice, as well as a range of physical and non-physical strategies to help manage the risks posed by children and young people's behaviour.

As Nottinghamshire County Council has adopted the MAPA® model of training it operates under license as an 'Approved Training Centre' for The Crisis Prevention Institute, which is a BILD (British Institute of Learning Disability) accredited training provider.

These training programmes will be delivered to staff via whole school inset or by accessing specialist training events, details of which can be found on Schools Portal.

Staff who receive this training will be accredited to use the physical elements of MAPA® for a defined period as stated on their certificate. Staff will be expected to attend a refresher course to update their skills and renew their certification every 12-15 months.

Recording and Reporting Incidents

The governing body will ensure that a procedure is in place, and is followed by staff, for recording and reporting, significant incidents where a member of staff has used reasonable force on a pupil, in line with the most recent Safeguarding requirements issued to Governors in August 2016 Safeguarding Children in Education Audit Checklist 2016/17.

The record must be made as soon as practicable after the incident. While ultimately only a court of law could decide what is 'significant' in a particular case, in deciding whether or not an incident must be reported, staff should take into account:

- an incident where unreasonable use of force is used on a pupil would always be a significant incident;
- any incident where substantial force has been used (e.g. physically pushing a pupil out of a room) would be significant;
- the use of a restraint technique is significant; an incident where a child was very distressed (though clearly not over reacting) would be significant.

In determining whether incidents are significant, schools should consider:

- the pupil's behaviour and the level of risk presented at the time;
- the degree of force used and whether it was proportionate in relation to the behaviour;
- the effect on the pupil or member of staff.

Staff should also bear in mind the age of the child, any special education need or disability or other social factors which might be relevant. Sometimes an incident might not be considered significant in itself, but forms part of a pattern of repeated behaviour. In this case, although there is no legal requirement to record such incidents, schools are advised to let parents know about them.

Records are important in providing evidence of defensible decision-making in case of a subsequent complaint or investigation. Staff may find it helpful to seek the advice of a senior colleague or a representative of their trade union when compiling a report.

Nettleworth School will use the Nottinghamshire County Council electronic health and safety recording system 'Well-Worker'. This system enables members of staff to report, using a standardised format, any

significant incident where force has been used, or any incident where violence to staff has occurred or been threatened. Staff can access well worker via Schools Portal.

Post-incident support

Following the use of physical intervention staff and pupils will be supported, the immediate physical needs of all parties will be met and staff will ensure that positive relationships are maintained.

Complaints and allegations

We will also make clear to pupils that they have a right, and are able, to question/complain about the use of reasonable force. We will ensure that mechanisms are in place for pupils, parents, carers and staff to voice the opinions, comments or concerns.

Complaints and allegations will be taken seriously and we will investigate these thoroughly, speedily and appropriately investigated. We will refer to the 'Dealing with Allegations of Abuse Against Teachers and Other Staff Guidance' available on the Department for Education's website.

www.education.gov.uk/aboutdfe/advice/f0076882/ensuring-good-behaviour-inschools/allegations-of-abuse-against-staff

Monitoring and review

This policy will be monitored regularly and reviewed by the governing body at least annually or as required.