



Helping people living in extraordinary circumstances to live ordinary lives

Kingsley Learning Foundation Trust

Physical Intervention Policy

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1. Purpose

The purpose of this policy is to outline the approaches used by the Kingsley Learning Foundation Trust (KLFT) regarding the use of physical interventions. This policy aims to ensure the safety and well-being of all pupils and staff while upholding the dignity and rights of every individual.

2. Scope

This policy applies to all staff, volunteers, and any other individuals working within the KLFT. It is relevant in situations where a pupil's behaviour presents a risk of harm to themselves, others, or significant property damage.

3. Definitions

Physical intervention: Any method of physically guiding or restraining a pupil to prevent harm to themselves, others, or property.

Reasonable force: The minimum force necessary to avert injury or serious damage proportionate to the circumstances. Physical intervention is used as a last resort. It must be reasonable, proportionate and necessary.

4. Legal framework

This policy is informed by relevant legislation and guidance, including:

- The Education Act 1996
- The Children and Families Act 2014
- The Department for Education's guidelines on the use of reasonable force in schools.

5. Prevention and de-escalation

Staff are trained to use positive behaviour support strategies and de-escalation techniques to prevent situations from escalating to the point where physical intervention becomes necessary. At all times, staff will act in line with the Trust values. These are:

- **Purposeful:** We aim to achieve our vision by acting with purpose.
- **Reflective:** We are solution-focused practitioners who continuously reflect on our practice and stay up-to-date with new developments.
- **Genuine:** We act with authenticity, honesty, and transparency. We value diversity and inclusivity and care deeply about our families and colleagues.
- **Aspirational:** We strive for excellence and add value to people's lives. We are brave and take risks.
- **Joyous:** We are passionate about learning and take pride in the achievements of our children, young people and staff across the Trust.

Staff are trained to use a range of de-escalation strategies to prevent, whenever possible, pupils from becoming overwhelmed and requiring physical intervention to remain safe. Staff will always act with the pupil's best interest in mind. These strategies include:

- Verbal de-escalation techniques
- Environmental adjustments
- Use of calming strategies
- Engagement in preferred activities
- Introduction of alternative staff member.

Staff use a range of behavioural analysis tools to identify behaviour triggers and patterns and take preventative steps to reduce the need for physical intervention.

6. Physical intervention

6.1 Authorisation of physical interventions

All staff and volunteers have the legal power to use reasonable force to prevent injury or harm to pupils or staff. Staff must ensure their actions are reasonable, proportionate and necessary. We train permanent staff in the use of physical intervention and would prefer planned interventions to be carried out by fully trained staff. Training will be provided regularly to ensure staff are competent and confident in using these techniques safely and effectively.

There can only be one emergency Physical Intervention. Once a pupil has required physical intervention, they will have a Positive Behaviour Support Plan enacted. This plan states the preventative strategies and physical intervention techniques that will be used to keep the pupil safe. The plan is shared with guardians and the pupil (if appropriate) and reviewed regularly.

6.2 Types of physical intervention

A range of physical intervention techniques may be used, including:

- **Guided Escort:** Leading a pupil away from a situation by holding their hand or arm or through restrictive holding techniques
- **Restraint:** Physically holding or using the physical environment to prevent pupils from harming themselves or others. This is only used in situations where it is required and for the shortest time possible.

6.3 Training

All class-based staff will receive training in positive behaviour support, de-escalation techniques, and the appropriate use of physical interventions. The Trust Academy's use Norfolk Steps as its training provider, with senior leadership staff trained to deliver the training to school staff. Refresher training will be provided annually, and additional training will be available as needed.

7. Recording and reporting

7.1 Incident recording

All physical intervention incidents must be recorded using the school's Physical Intervention Report Form. The report will be completed as soon as possible after the incident and will include:

- The names of those involved
- The context and details of the incident
- The de-escalation strategies used before the intervention
- The type and duration of physical intervention
- Relationship repair work undertaken
- Any injuries sustained.

7.2 Guardian notification

In the event of any physical intervention, we value transparency and openness with guardians. Guardians will be informed of any incident involving physical intervention, as long as it is in the best interest of the pupil, on the same day or as soon as reasonably practicable. Communication will be made by phone whenever possible.

8. Post-incident support

8.1 Pupil support

After an incident, the pupil will have the opportunity to reflect on what happened, if appropriate. The purpose of this reflection is to explore thoughts and feelings in a safe and supportive environment. School staff will collaborate with the pupil to implement protective measures to minimise the need for future physical intervention. The school will consider what strategic support can be used to help the pupil progress. This may include working with the pastoral team or seeking input from external professionals such as occupational therapists or educational psychologists.

8.2 Staff support

Staff involved in the incident will receive support, including debrief with their line manager or senior leader, and access to counselling services if needed.

9. Review and monitoring

The use of physical interventions will be regularly monitored and reviewed by the senior leadership team. This policy will be reviewed annually or following any significant incident to ensure it remains effective and compliant with legal and best practice guidelines.

10. Concerns and complaints

Any complaints or concerns regarding the use of physical interventions should be raised through the school's complaints procedure. The school will investigate all complaints thoroughly and take appropriate action.

11. Conclusion

The Kingsley Learning Foundation Trust is committed to creating a safe and supportive environment for all pupils and staff. The use of physical interventions is a last resort, and the school is dedicated to using the least restrictive methods to ensure safety and well-being.