



Oasis Academy Short Heath Care and Control Policy September 2020

Introduction

This policy has been prepared for the support of all teaching and support staff who come into contact with pupils to explain the academy's arrangements for care and control.

Underpinning values

Everyone attending or working in the academy has the right to:

- Be treated with respect and dignity.
- Learn and work in a safe environment.
- Be protected from harm, violence, assault and acts of verbal abuse.
- Be informed about academy rules and relevant policies.

Good personal and professional relationships between staff and pupils are vital to ensure good order in the academy. The majority of pupils respond positively to discipline. The academy ensures that pupils understand the need for and respond to clearly defined limits which govern behaviour. This ensures the safety of all staff and pupils. However, in exceptional circumstances staff may need to take action which demands reasonable force. Every effort is made to ensure that staff understand their responsibilities where reasonable force is necessary and that they have appropriate training to deal with difficult situations.

Reasonable force

Reasonable force may be used when a pupil is:

- Engaging in behaviour prejudicial to maintaining good order and discipline in the academy.
- Injuring themselves.
- Causing injury to others.
- Committing a criminal offence.

Team Teach

“Comprehensive introduction into the Team Teach ethos including behaviour management strategies and key physical interventions to support pupils and staff. Our aim: through the promotion of de-escalation strategies and the reduction of risk and restraint, to support teaching, learning and caring, by increasing staff confidence and competence, in responding to behaviours that challenge, whilst promoting and protecting positive relationships.”

The application of any form of physical control places staff in a vulnerable situation. Staff have a duty to follow this policy and seek alternative strategies wherever possible in order to prevent the need for physical intervention. Reasonable force is only used as a last resort when all other behaviour management strategies have failed or when pupils, staff or property are at risk.

Physical intervention

Physical intervention may be used to divert a pupil from disruptive or destructive action. This could be guiding or leading a pupil by the arm or shoulder if the pupil is compliant.

Physical control/Restraint

Physical control/restraint involves the use of reasonable force when there is an immediate risk to pupils, staff or property. The use of reasonable force is seen as a last resort. All incidents are recorded and filed.

The level of compliance from the pupil determines whether the interaction is an intervention or a control/restraint.

Authorised staff

In this academy all staff are authorised to use reasonable force. The academy provides staff training and the Principal keeps a list of those who are trained. No member of staff is expected to undertake the use of reasonable force without appropriate training. The academy uses the Team Teach programme of intervention.

Strategies for dealing with challenging behaviour

Staff use consistent positive strategies to encourage acceptable behaviour and good order. Every effort is made to resolve conflicts positively.

If there is a need to challenge unacceptable behaviour the following steps are encouraged:

- Verbal acknowledgement and a request for the pupil to refrain.
- Verbal reprimand stating what will happen.
- Warning of intention to intervene physically.
- Physical intervention. Reasonable force used to prevent pupil harming themselves, others or property.

Staff and pupils involved in restraint are given time to recover from the episode.

When restraint may be used

- A pupil attacks a member of staff or another pupil.
- Pupils are fighting.
- A pupil is, or is about to, deliberately damage or vandalise property.
- A pupil is misusing dangerous materials or objects.
- A pupil refuses to obey an order to leave a classroom.
- A pupil is behaving in a way that is seriously disrupting a lesson.

Recording and Reporting

All incidents of restraint are recorded in the Team Teach book which is kept by the Principal. All incidents are investigated and reviewed in order to avoid further incident. Parents are informed and details are given about the incident leading up to the restraint and the consequences. The incident may result in a fixed term exclusion.

Any complaints about actions taken by staff are made according to the procedures outlined in the Complaints Policy.