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# BURLINGTON DANES ACADEMY

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## RESTRAINT POLICY

*September 2016*

### GUIDING PRINCIPLES

- Burlington Danes Academy aims to
- Develop effective relationships between staff and students that are central to good order
  - To provide for the safety and security of students in need of physical restraint
  - To clarify for staff the occasions when physical intervention might be appropriate as a last resort, and the steps they are allowed to take through appropriate CPD
  - Minimize the need for force through creating a calm, orderly and supportive environment focused on learning, using SEAL approaches to teach students how to manage conflict and strong feelings
  - De-escalate situations if they do arise
  - Take a structured approach to professional development that helps the academy's staff to develop the skills of positive behaviour management
  - Only use force when the risks involved in doing so outweigh the risks involved in not using force.

### PRACTICE & GUIDANCE

The Restraint Policy at BDA is based on the principles of safety and security. It follows guidance in Section 93 of the new Education and Inspections Act 2006 (available on the DCSF website).

**In the academy teachers and other staff may use such force as is reasonable in order to prevent a student from:**

- Committing a criminal offence
- Injuring themselves or others
- Causing damage to property
- Disrupting good order in the classroom and beyond, such as on an academy journey or trip. Teachers are also able to discipline

students for bad behaviour outside the academy gates if students are on their way to or from the academy though this is far more dangerous and ought rarely be used.

- Attempting to leave the academy site when unauthorised to do so if the student's (or other students') safety is in jeopardy or it leads to the good order and discipline of the academy being prejudiced (e.g. it may be a student is leaving the site to gather a group of outsiders to fight a student)

Teachers or others authorised by the Principal to have control or charge of students should exercise this responsibility on any occasion where they have lawful control of students.

Staff authorised to use force are teachers, support staff who have a role in supervising students (e.g. Teaching Assistants, learning support team, dinner supervisors etc) and school-keeping staff.

**Appropriate action might be:**

- Physically interposing between students
- Blocking students' path
- Holding
- Pushing or pulling
- Leading by the arm
- Shepherding a student by placing a hand in the centre of the back.

In such cases only the minimum force necessary may be used and any action taken must be to restrain the student.

Where an employee has taken action to physically restrain a student they should make a written report of the incident in the form prescribed by the academy's policy on restraint.

Some staff are likely to come into physical contact with students from time to time in the course of their duties. Staff should be aware of the limits within which such contact should properly take place and of the possibility of such contact being misinterpreted.

**Teachers should not act in a way that might reasonably be expected to cause injury:**

- By restricting breathing
- Slapping, punching or kicking a student
- Twisting a limb
- Tripping
- Holding or pulling by the hair or ear
- Holding face down on the ground

Physical contact with students becomes increasingly open to question as students reach and go through adolescence. Male teachers, unless there is danger to the student, should avoid physical contact with female students, which, however, innocent

and well-intentioned, can be misconstrued.

DCSF guidance talks of "reasonable physical force," but does not define what is reasonable. This will depend entirely on the circumstances of each individual case and could be challenged in a court of law. To be judged as lawful the force would need to be in proportion to the consequence it was intending to prevent.

All incidents where staff feel that they have used force to control or restrain should be recorded. Incident forms are on the shared drive and an example attached to this policy. This will also assist the SLT in monitoring and reviewing this policy.

**POLICY OVERSEEN BY: Graham Fleming NEXT REVIEWED: *September 2017***

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# BURLINGTON DANES ACADEMY: RESTRAINT FORM

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| <i>Name &amp; Form Group of student(s) involved</i>   |
| <i>Date, time and location of incident</i>  |
| <i>Names of staff directly involved and staff witnesses</i>   |
| <i>Details of other students involved as witnesses including whether any of the students were vulnerable for SEN, disability, medical or social reasons</i> |
| <i>Description of incident including attempts to deescalate and warnings that force may be used</i>   |
| <i>Reason for force and description of type of force used</i>   |
| <i>Any injury suffered by staff or student as a result of force and any medical advice sought</i>   |
| <i>Follow-up to incident including disciplinary action</i>  |
| <i>Parental contact with details of their response</i>  |
| <i>Any complaints logged by parents of student (s) involved</i>   |
| <i>Report compiled by:</i><br>Name:<br><br>Signature: <span style="float: right;">Date:</span>  |
| <i>Witnessed by :</i><br>Name:<br><br>Signature: <span style="float: right;">Date:</span>   |

**RETURN TO:**  
**Graham Fleming**