



PHYSICAL INTERVENTION POLICY

Approval date	June 2025
Next review date	June 2026

Policy content includes:

- introduction
- use of physical intervention.

Introduction

Staff at SAIL are trained to work with pupils who sometimes display extremely challenging behaviours. Staff always follow the school's behaviour policy to support and keep pupils safe, however, where the wealth of strategies available to staff fail, physical handling of pupils using the formal Team Teach training, is the absolute last resort used to keep pupils and staff safe.

Use of physical intervention

Physical intervention is only required where there is a risk of a pupil:

- endangering or harming other pupils
- self-harming
- causing damage to the school property
- significantly disrupting the school, other pupils or members of the public.

It is **never** used as a punishment or as part of a behaviour management strategy.

During a physical intervention:

- In one or more of the above scenarios, staff will use reasonable force only when all alternatives have been exhausted and failed (e.g. calm talking, distraction, warnings, reassurance, humour, options, change of face).
- If possible, the pupil will be taken to a safe space and any physical intervention will aim to be replaced with the pupil's ability to express themselves in a safe and appropriate way.
- The number of staff involved will always be the minimum necessary to safeguard the pupil and others but where appropriate, and especially where large, strong or particularly violent pupils are involved there will always be two staff members involved in any physical intervention.
- Staff will always use minimum force for the shortest amount of time.
- During the intervention, staff will not attempt to discuss the incident as the pupil will be too distressed to think about it and it may further escalate the challenging behaviour. Staff will focus any talking on trying to soothe the pupil and help them calm down. They will verbalise their belief in the pupil's ability to calm down and turn the situation around. They will verbalise their commitment to continue to support them.

After a physical intervention:

- The pupil will have time to rest, reflect and recover; they will then re-join the activity or lesson when appropriate. The pupil must be properly calmed and ready to re-engage though.
- Any pupil who has been held should be given the opportunity to be debriefed and talk through their experience with the member of staff who held and another member of staff who was not involved in the physical intervention, normally by the end of the school day.

- A physical intervention will be recorded on a handwritten intervention record form and will be signed-off as part of a reflective debrief with a senior leader at the end of the same day (it is important to ensure staff are given time to debrief and reflect on the incident, including in terms of their own wellbeing).
- Where necessary, the pupil's parents/carers will be informed at the end of the school day at the latest.
- The leader signing the record will inform the DSL where there are specific safeguarding concerns or where social care services have asked to be informed. In both such cases, the pupil's allocated social worker will be informed by the DSL or a DDSL.
- All records of physical intervention are logged, collated, reviewed at leadership team meetings and trends are analysed over time, including with governors. The data used is based on numbers of physical interventions per pupil, per term and over time. We also analyse data for pupils who are not involved in Team Teach interventions.
- For monitoring purposes, a decision is made as to whether the intervention was a 'standard' Team Teach intervention or a 'serious incident'. An incident may be deemed serious if, for example, a pupil has been in crisis throughout the day and requires more support than usual, or if a pupil requires a more restrictive physical intervention.

Pupils who require physical intervention regularly

We acknowledge that a very small number of pupils behave in ways that make it necessary to consider the use of physical intervention as an integrated part of a behaviour management plan. Staff will make every effort to identify the risk and in consultation with the pupil and parents/carers, will put in place an appropriate risk-assessed behaviour strategy. This is called a calm–crisis plan (CCP).

Training

Staff receive in-date initial Team Teach training (2-day course) and refresher training (1-day course) occurs every 2 years. Team Teach are approved as an accredited CPD provider and all of their training courses are CPD accredited. Staff who are not trained must not get themselves involved in any physical intervention with pupils. The skills and techniques taught on a Team Teach course are as a result of an ongoing risk assessment in an effort to safeguard everyone involved in a violent incident where physical interventions are necessary. According to Team Teach, Team Teach techniques seek to avoid injury to the child, but whilst some physical injury potential can be reduced there remains some risk, with potential for possible bruising or scratching that may occur accidentally. It is also recognised that staff may, in very exceptional circumstances, choose to respond with a technique from outside the Team Teach framework. This does not automatically render the use of such skill or technique necessarily improper, unacceptable or unlawful. Its use must be judged on whether or not it was reasonable, proportionate and necessary in those particular contexts and circumstances.

Monitoring of interventions

Senior leaders review physical interventions very regularly and intervention forms, incidents, data and debriefs with staff are reviewed continuously.