

NEWANGLE

Physical Intervention Policy

September 2026

Next review due by: September 2027

1. Rationale

N3W ANGLE works with vulnerable and at-risk young people aged 11 to 18. Our sessions are delivered primarily in partner settings including schools, pupil referral units, and community venues such as gyms, boxing clubs, and community centres. In all of these environments, the safety and wellbeing of young people, staff, and the wider community is our first responsibility.

The young people we work with may have experienced trauma, have involvement with statutory agencies, or present with complex and sometimes challenging behaviour. In the vast majority of cases, the relationships we build and the early intervention approaches we use mean that physical intervention is not required. It will, in practice, be a rare occurrence.

This policy exists for three reasons. First, to give staff clarity about what is lawful and acceptable so they can act confidently when needed. Second, to give the young people we work with, and their families, assurance that any physical intervention will always be proportionate, safe, and properly recorded. Third, to ensure our practice remains consistent with our safeguarding responsibilities and our partnerships.

This policy should be read alongside the N3W ANGLE Child Protection and Safeguarding Policy, the Code of Conduct, and the Behaviour Management guidance. This policy applies across N3W ANGLE and covers staff, contractors and volunteers working for or on behalf of both N3W ANGLE CIC and N3W ANGLE Collective Ltd. Throughout this policy, references to "N3W ANGLE" mean both organisations unless otherwise stated.

2. Our Approach: Prevention First

Physical intervention is a last resort. N3W ANGLE's primary approach to behaviour management is relational - we work hard to build trust, understand what drives a young person's behaviour, and respond in ways that reduce escalation rather than increase it.

Before any physical intervention is considered, staff should use all available de-escalation strategies, including:

- Speaking calmly and clearly, using the young person's name
- Restating expectations without issuing ultimatums
- Reducing audience - moving other young people away from the situation where possible
- Offering the young person space and time to regulate
- Calling for the support of a colleague
- Where appropriate, withdrawing and allowing the situation to de-escalate naturally

Where there is a foreseeable risk that a specific young person may present with behaviour that could require physical intervention, a risk assessment will be completed in advance. This will be shared with all relevant staff and, where appropriate, with the young person's school, social worker, or other professional.

3. Legal Basis

The law permits authorised staff to use reasonable force to prevent a young person from:

- Committing a criminal offence (including behaviour that would be an offence if the young person were not under the age of criminal responsibility)
- Injuring themselves or others
- Causing damage to property
- Behaving in a way that is seriously disruptive to the safety or wellbeing of others

This is set out in the Education Act 1996, Section 550A, is consistent with DfE guidance on the use of reasonable force (July 2013), and reflects the expectations set out in Keeping Children Safe in Education 2026.

All N3W ANGLE mentors and staff who are deployed in a session setting are authorised to use reasonable force where the circumstances above apply. 'Reasonable force' means the minimum force necessary to achieve safety. It is never punitive.

4. Acceptable Physical Interventions

Where physical intervention is judged to be necessary, staff may use the following:

- Leading or guiding a young person by the hand or arm
- Placing a hand on the centre of the back to guide or redirect
- Physically positioning themselves between two young people
- Blocking a young person's path to prevent them leaving an unsafe situation or entering a dangerous one
- Holding a young person who has lost control until they are calm, using only the minimum force necessary
- Using reasonable force to remove a weapon or dangerous object from a young person's grasp
- Where there is immediate risk of serious injury, any action consistent with 'reasonable force' - for example, preventing a young person running into traffic

In community settings (gyms, boxing clubs, community cafes, outdoor spaces), staff should also consider whether the safest course of action is to create distance, remove other young people, and call for additional support rather than attempt physical intervention alone.

5. Unacceptable Actions

The following are never acceptable and may constitute abuse or grounds for disciplinary action or referral to the LADO:

- Any form of corporal punishment, including slapping, punching, kicking, or shaking
- Holding a young person by the neck, collar, or in any way that restricts breathing
- Holding by the hair or ear
- Twisting or forcing limbs against a joint
- Tripping a young person
- Holding a young person face down on the ground or sitting on them
- Locking a young person in a room (except in genuine emergency while summoning immediate support)
- Any touch that could reasonably be interpreted as indecent

- Any intervention intended to cause pain or humiliation

6. Using Physical Intervention in Practice

In school and PRU settings

Where N3W ANGLE staff are working on-site in a school or PRU, they should:

- Immediately alert the setting's own staff and follow the school's internal protocols
- Avoid acting alone - seek a colleague or member of the school's staff to be present
- Ensure the school's designated safeguarding lead is informed of any incident on the same day
- Complete an N3W ANGLE Physical Intervention Record and share it with the DSO

In community settings

Where N3W ANGLE sessions take place in gyms, boxing clubs, community venues, or other community environments:

- Staff should not act alone - call for a colleague or, if necessary, contact emergency services
- Be aware of the physical environment and remove other young people or bystanders from the immediate area where possible
- Where a situation cannot be safely managed without risking serious harm, call 999
- Following any incident, inform the DSO immediately and complete an N3W ANGLE Physical Intervention Record

Steps during any significant intervention

Except where there is immediate danger, staff should:

- Send for or call out to another adult to be present as support and witness
- Continue to speak calmly to the young person throughout, explaining what is happening and when the intervention will end
- Use the minimum force necessary and cease the intervention as soon as it is safe to do so
- Not act punitively in any way, verbally or physically
- Consider calling the police where a situation cannot be safely resolved

7. After an Incident

Following any use of physical intervention, the member of staff must:

- Inform the DSO verbally as soon as possible, and on the same day
- Complete an N3W ANGLE Physical Intervention Record, which must include:
 - The name(s) of the young person(s) involved, the date, time, and location
 - The names of any witnesses (staff or young people)
 - The reason physical intervention was used
 - A clear account of how the incident began, developed, and ended
 - The type of hold or intervention used, for how long, and on which part of the body

- The young person's response and the outcome
- Details of any injury to any person or damage to any property

The completed record must be signed and dated by the member of staff involved and countersigned by the DSO or DDSO.

Where an incident involves a weapon, it will also be recorded and reported in line with the weapons-reporting duty set out in Keeping Children Safe in Education 2026, as reflected in the N3W ANGLE Child Protection and Safeguarding Policy.

Following the incident, the DSO will:

- Speak to the young person as soon as it is appropriate to do so
- Notify the young person's parent or carer, and their social worker or referring professional where relevant
- Notify the school or PRU safeguarding lead where the incident took place in their setting
- Record any disagreement expressed by the young person or adults about the account
- Take any further action required, including referral to the LADO if appropriate

Both young people and staff involved in a significant incident will be offered debriefing. We recognise that these events are stressful and that both parties need support.

8. Planning for Higher-Risk Situations

Where a risk assessment identifies that a specific young person may require physical intervention, a plan will be put in place before the session begins. This plan will include:

- Involvement of the young person, their parent or carer, and their referring professional in agreeing the approach
- A risk assessment weighing the risks of intervening versus not intervening
- Named key staff who will be responsible for managing the young person and who are known to them
- Agreed de-escalation and reactive strategies
- Arrangements for summoning additional support
- Identification of any training needs

Plans are reviewed whenever the young person's circumstances change or following a significant incident.

9. Who Needs to Know

	About this policy	About a specific incident
DSO and DDSO	Yes	All incidents
All staff	Yes	Incidents involving young people they are working with

Young people	Yes - age-appropriately	Only those they witness
Parents / carers	Yes	Incidents involving their child
Referring agency (school, PRU, YJS etc.)	Yes	All incidents involving their referred young person
LADO / Local Authority	Yes	Where a safeguarding concern arises

10. Complaints

Any concern or complaint about the use of physical intervention by an N3W ANGLE member of staff should be raised with the DSO in the first instance. Where the concern is about the DSO, it should be raised with another director.

Concerns that meet the threshold for a safeguarding referral will be managed in accordance with the N3W ANGLE Child Protection and Safeguarding Policy and referred to the LADO where appropriate.

Key Contacts

Designated Safeguarding Officer (DSO)

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Deputy Designated Safeguarding Officer (DDSO)

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External Safeguarding Consultant

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Thames Valley Police

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Reading LADO

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