



Physical Intervention Policy

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Illuminate AP Physical Intervention Policy

Rationale

Children and young people need to feel safe and understand clear boundaries for acceptable behaviour. Occasionally, a few may lose control and require someone to help them regain it. Pupils need to know that staff at **Illuminate AP** are able to manage such situations safely and confidently. Our pupils generally respond well to the provision's rules, and instances where physical intervention is necessary are rare.

Staff at **Illuminate AP** must feel secure and confident in managing inappropriate behaviour and need to be clear about their options when normal strategies fail or during an emergency where verbal de-escalation is not enough. Staff should not fear legal repercussions if they use appropriate physical interventions, and they should feel assured that **Illuminate AP** will support them in such instances.

Parents and carers must also feel reassured that their children are safe and, in an environment, free from disruptive or dangerous influences. They need to be promptly informed if physical intervention is used on their child, including the nature of the intervention and the reason for its use.

This policy aligns with and complements other policies at **Illuminate AP**, such as **Pupil Behaviour, Health and Safety**, and **Safeguarding and Child Protection**.

Our Approach: Prevention is Better than Cure.

At **Illuminate AP**, we always aim to avoid using physical interventions and view them as a last resort in a small number of cases. A well-planned and differentiated curriculum, combined with a positive behaviour policy that is understood by both staff and pupils, underpins our approach to managing behaviour.

Physical intervention is only used when all other approaches have failed or in situations of immediate danger or extreme urgency. The minimum force necessary is used to resolve the situation safely, considering the pupil's age, understanding, and circumstances.

Where a foreseeable risk exists that a pupil may behave in a way that requires restrictive physical intervention, **Illuminate AP** conducts a risk assessment. This helps balance the risks of intervening or not intervening for both the pupil and others. Planning is also carried out to avoid triggering situations and use positive strategies to reduce the likelihood of such incidents.

Who May Use Physical Intervention and When

At **Illuminate AP**, mentors, 1-1 staff, and teachers are authorised by the **Senior Leadership Team (SLT)** to use reasonable force when necessary. Staff are also permitted to use reasonable force to defend themselves if needed. Annual training in the **PRICE** approach (which includes de-escalation and positive handling techniques) is provided to all staff.

An excerpt from the PRICE approach states:

"PRICE Training emphasises primary, secondary, and non-restrictive tertiary strategies, focusing on understanding and meeting the needs of individuals before difficulties arise. Courses offer skills to prevent escalation and focus on non-restrictive strategies such as de-

escalation, diversion, and breakaway techniques to safely manage unwanted physical contact."

Staff at **Illuminate AP** are not expected to put themselves at risk. It is acceptable for staff to remove pupils and themselves from danger. The staff's safety, alongside the safety of others and the child, is paramount, and they are not required to act beyond what is reasonable.

Acceptable Physical Interventions

The law permits staff to use reasonable force in specific situations, including:

- Preventing a criminal offence.
- Preventing injury to themselves or others.
- Preventing damage to property.
- Maintaining order and discipline within the provision or among pupils, whether in class or elsewhere.

Examples of acceptable interventions at **Illuminate AP** include:

- Guiding a pupil by the hand or arm or shepherding them with a hand on their back.
- Holding a pupil who has lost control until they are calm and safe.
- Physically moving between or separating pupils.
- Blocking a pupil's path.
- Removing a weapon or dangerous object from a pupil's grasp using reasonable force.
- Preventing immediate harm, such as stopping a pupil from running into a busy road or hurting someone.

In extreme circumstances, more restrictive holds may be used, but always with the minimum necessary force.

Unacceptable Physical Interventions

It is illegal and grounds for disciplinary action for staff to use physical interventions that are designed to cause pain or injury, including:

- Corporal punishment, slapping, punching, or kicking.
- Holding by the neck or restricting breathing.
- Holding by the hair or ear.
- Twisting limbs or joints.
- Tripping a pupil or using force to block them.
- Holding a pupil face down or sitting on them.
- Locking a pupil in a room (except in extreme emergencies while seeking support).

Staff should also avoid touching or holding pupils in ways that could be considered indecent.

Using Physical Intervention

In non-emergency situations, alternative approaches should be tried before considering physical intervention. These approaches include:

- Calmly restating expectations for the situation.
- Removing other pupils from the scene.
- Using physical proximity without being threatening.
- Encouraging the pupil to withdraw to a calmer space.
- Calling another adult for support.

If more significant intervention is required, the adult in charge should:

- Call for assistance from another adult.
- Remove other pupils from the scene.
- Continue talking calmly to the pupil, explaining what will happen and under what conditions the intervention will cease.
- Use only the minimum force necessary and stop as soon as the situation is safe.
- Avoid punitive or threatening behaviour.

In extreme cases, the police may be contacted.

Post-Incident Support

After any significant use of physical intervention, staff should inform the site manager or SLT as soon as possible. Both staff and pupils may need time to recover and debrief from the event, and the situation should be resolved calmly.

Reporting of Incidents

Following any incident involving physical intervention, a full written account must be provided by the staff member involved using **Appendix 3: Restrictive Physical Intervention Report**. The report should include:

- Name(s) of the pupil(s) involved, and when and where the incident took place.
- Names of staff or pupils who witnessed the incident.
- The reason why physical intervention was necessary.
- A detailed description of how the incident began and progressed, including what was said and done by both staff and pupil(s).
- Steps taken to de-escalate the situation.
- The degree of force used, including the type of hold, the location of the hold, and the duration.
- The pupil's response to the intervention and the outcome of the incident.
- Any injuries to individuals or damage to property as a result of the incident.

The report must be signed and dated by the staff member who managed the incident and countersigned by a senior member of staff, who will:

- Discuss the incident with the pupil as soon as possible.
- Interview the staff involved and any other witnesses.
- Inform the pupil's parents/carers and social worker if applicable.
- Record any disagreements raised by the pupil or staff regarding the event.
- Take appropriate further action, liaising with the Local Education Authority (LEA), governors, or unions as necessary, and acting in accordance with the LEA's Child Protection Procedures.

Planning for Physical Intervention

In situations where it is anticipated that a pupil might require physical intervention, **Illuminate AP** plans in advance by:

- Involving the parents and pupil to gather their views and ensure they understand the specific actions that might be taken if intervention becomes necessary.
- Conducting a risk assessment that carefully considers the potential outcomes for the pupil and others when deciding whether to intervene.
- Developing a strategy for managing the pupil, including reactive strategies to de-escalate conflict, identifying when and what types of holds might be used.
- Identifying key staff members who should be familiar with the pupil's behaviour plan and prepared to take necessary action. Ideally, staff members involved should be known and trusted by the pupil.
- Ensuring additional support is available if required.
- Identifying and addressing any staff training needs.

Training

Illuminate AP recognises the importance of training to maintain the highest standards of safety and best practices in managing physical intervention. We allocate resources for the following training:

- At least one staff member will be trained in the **PRICE** (Positive Relationships in Crisis and Emergencies) method, which covers de-escalation theory and preventative holds.
- General behaviour management training for all staff, not just teachers.
- Training on handling crisis situations and physically challenging behaviour for identified pupils.
- Basic training in 'breakaway' or 'holding' techniques that are safe and useful for all or some staff.
- Advanced training for specific staff in restraining and controlling behaviour to avoid serious harm to themselves or others.
- Ongoing skill development and renewal of training. We use only training programmes accredited by the **British Institute for Learning Disabilities (BILD)** to ensure that all physical interventions are safe, appropriate, and in line with best practice.

Who Needs to Know?

All staff members and those connected with **Illuminate AP** should be aware of the existence of this policy and are welcome to study it in detail as needed. However, specific details of incidents involving physical intervention are only shared with individuals directly involved or those with a professional need to know.

	About the policy	About a specific incident
SLT	Yes	All
Parents/Carers	Yes	About incidents relating to their own child

Staff	Yes	About incidents involving pupils they may have charge of
Pupils	Yes	Only those they witness
Local Authority	Yes	If there is a safeguarding concern
Unions	Yes	If informed by members

Complaints

We hope that by adopting this policy and keeping parents well informed, this will help to avoid the need for complaints. Any disputes that do arise about the use of force by a member of staff will be dealt with in accordance with the LA Child Protection Procedures, a copy of which is available in Provision. This could in some circumstances lead to an investigation by police and social services.

Complaints about this policy should be directed to the SLT.

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