

Key guidance

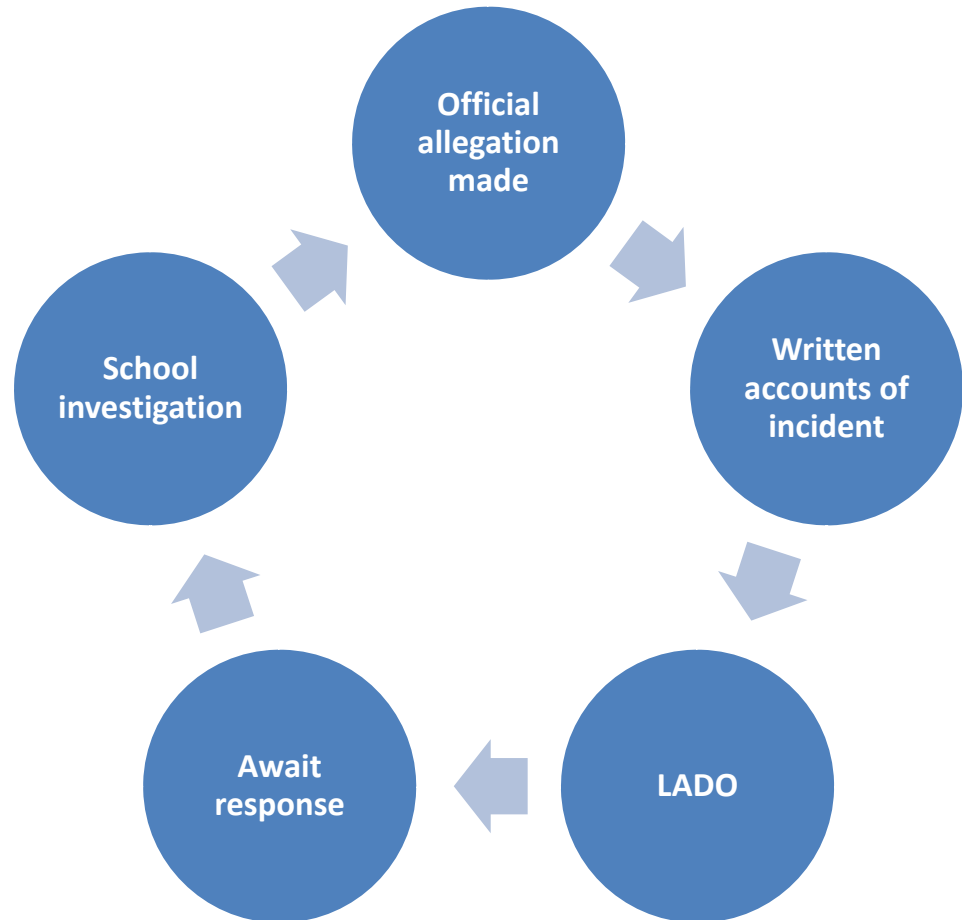
- There has been an increase in the number of incidents involving staff
- There is a need to update staff of the care and control of students guidance

- The school has strict systems in place to ensure any allegation is thoroughly investigated.

- This includes referrals to the Local Authority Designated Officer (LADO).

- It is vital that staff familiarise themselves with the Care and Control of Students Policy located on the website. Instructions are on the following pages.

- Any questions should be passed to Dean Watkin.



Hanson Academy

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Keeping Children Safe	
Safeguarding Policy	The action we take to promote the welfare of children and protect them from harm.
Appendix 8 FGM Guidance	Everyone who comes into contact with children and families has a role to play and we take this very seriously.
Appendix 9 Forced Marriage Guidance	
Appendix 12 Channel Terrorism Guidance	
Anti-Bullying Charter	This charter outlines the importance of bullying prevention and encourage Form Tutors to work with their forms fight against any form of bullying in school.
Care and Control of Students Policy	Staff guidance in the event of extreme dangerous behaviour and how to ensure everyone keeps safe during this process.
First Aid and Accidents Policy	Outlines the systems and procedures around safe management of student medication.
Health and Safety Policy	Outlines key systems and procedures to ensure that the school community is safe.
Looked After Children Policy	Structures and systems to ensure students under care are well catered for.
No Smoking Policy	Outlines key systems and procedures to ensure that the school community is safe and healthy.
Privacy Notice and Data Protection Policy	Guidance and expectations regarding the use of data in our school community.
Safer Recruitment Policy	Systems and procedures to ensure that every staff appointment goes through appropriate checks and vetting before starting work.
Sex and Relationships Policy	Outlines the curriculum delivery for sex education at school.
Spiritual, Moral, Social and Cultural Development Policy	Outlines the curriculum delivery for SMSC at school to ensure our students are well-

The Policy

Introduction

The policy is based on guidance from circular 10/98 – 'The use of Force to Control or Restrain Pupils'. This circular refers to the 1996 & 1997 Education Act. ..\Drafts Sept 2010\Use off force to control or restrain pupils.pdf

When clarifying the position regarding the use of physical force by teachers and other staff working in schools, to control or restrain students. Staff should refer to the whole school Behaviour Policy on how to manage behaviour/attitudes in schools. All teaching, non teaching and admin staff are empowered to restrain under the guidance of the policy.

The use of restraint should always be a last resort and every effort should be made to achieve a satisfactory outcome without physical intervention. Students should be asked to stop their behaviour in a firm, direct but non confrontational way. In all circumstances help must be sent for, even when immediate intervention is necessary.

Restraint can take a variety of forms many of which are outlined in circular 10/98. Staff should always avoid force but when used should always be proportional and reasonable. There is no definition of 'reasonable force' but it should always be proportional to the circumstances of the incident. It should be only used to control or restrain and never with the intention to cause pain or harm. It must, therefore, be the minimum needed to achieve the desired result. In any action, due regard has to be taken with age understanding and sex of the student.

The school accepts and understands that in accordance with the law corporal punishment is forbidden.

Where restraint has been necessary the incident must be reported to the Principal and/or Leadership Team and logged on the use of force incident form available from the Principal's PA.

In the event of an injury occurring the accident reporting procedures must be followed (see first aider).

If staff have been the victim of aggressiveness, deliberately or as a result of their intervention the Principal must be informed and the member of staff supported. They should be encouraged to fill in the Violence at Work forms and a check on their well being a few days after and the outcome noted.

Parents of a student or students involved will always be advised of an incident and it may be necessary for it to be followed up by other disciplinary action/support. Key staff as determined by the Principal will be provided with local authority training on the use of advanced restraint.

All parents/carers must be made aware of this Policy (website). All staff (including new and part time staff) will be expected to read and adhere to this Policy.

Key guidance

- Only use restraint if a student is putting themselves or others in danger
- Do not grab a student if they are walking away from you (bag or shoulder)
- Wherever possible, always have others around you
- Wherever possible, ensure you know the student
- Know and use the behaviour policy in order to follow-up the incident
- Inform the Principal if such an incident has occurred