



LUNAR

Care and Control Policy

Definition of Care and Control

Care and Control is the positive application of force with the intention of protecting a child/young person from harming her/himself or others or seriously damaging property.

Lunar works within the laws governing physical intervention, restraint and control of young people in their care. To aid consistency of approach Lunar has adopted the guidance of Northamptonshire County Council. Physical punishment of any sort forms no part of Lunars behaviour policies and practices. However, it is recognised that there are occasions when physical intervention is necessary to control behaviour and/or prevent harm and is only used as a last resort.

Physical intervention is viewed in the context of Lunars 'Duty of Care' and is complemented by other Lunar policies and procedures, including:

- Child Protection Policy
- Code of Conduct
- Health and Safety Policy
- Behaviour Policy

Staff - Duty of Care

The exercise of effective control and good order forms part of the terms and conditions of employment.

Staff must not do something, or fail to do something, which they could reasonably foresee would cause injury to a student.

Authorised Staff

Under Section 550A of the 1996 Education Act: The Use of Force to Control or Restrain Pupils, DFES Guidance document LEA/264/2003: Guidance on the Use of Restrictive Physical Interventions for Pupils with Severe Behavioural Difficulties and the joint DFES/DOH Guidance document July 2002: Guidance for Restrictive Physical Interventions, all teachers are allowed to use reasonable force to control or restrain students. Other members of staff may use force to control or restrain students if authorised to do so by the Centre Co-ordinator. At Lunar Racing the following personnel have been so authorised:

- Head of Pastoral Care
- Internal Verifiers
- Assessors
- Lecturers
- Technicians

From time to time the Centre Co-ordinator may 'authorise' other individuals for a specific event or period of time. A list of 'authorised' staff will be kept on file and adjusted accordingly.

Informing Staff

Staff will be supplied with copies of up to date Government guidance and Lunars Care and Control Policy. New staff will be informed of the policy as part of their induction training and will be required to read and sign that they understand it and are fully aware of the implications.

Physical Restraint

Physical restraint is not part of our system of discipline, but rather a Health and Safety matter. It can only be used in one of four circumstances:

- 1. The student is causing harm to him/herself.**
- 2. The student is causing danger to others.**
- 3. The student is at risk of seriously damaging property or equipment.**
- 4. The student demonstrates intent to undertake an illegal act.**

There are times when physical intervention is necessary to prevent a situation becoming more serious. Physical restraint must be considered as a last resort, to be used when all other attempts to diffuse and divert have been exhausted.

In relation to inappropriate behaviour, experienced staff who have worked with young people for many years have become used to and skilled at defusing 'conflict' situations, without the use of force. We traditionally distract, cajole, persuade and negotiate with young people as well as reminding them of the Code of Conduct, privileges, rewards and sanctions. There may be circumstances however, where verbal de-escalation alone is not enough to deal with the risks that present themselves, and physical steps need to be taken.

Types of Intervention

What is Reasonable Force?

When physically intervening with a student, the minimum amount of force should be used for the shortest possible time. In this sense physical control could be:

- Physically interposing between pupils
- Blocking a pupils path
- Holding
- Pushing
- Leading a student by the hand or arm
- Shepherding a pupil away by placing a hand in the centre of the back
- Or, only in extreme circumstances, more restrictive holds.

Staff must not act in a way which might be reasonably expected to cause the student injury or inflict deliberate pain. For example:

- Holding a student around the neck, or by the collar, or in any other way that might restrict the student's ability to breathe.
- Slapping, punching or kicking a student
- Twisting or forcing limbs against a joint
- Tripping up a student
- Holding or pulling a student by the hair or ear
- Holding a student face down on the ground
- Putting weight on the students spine or abdomen

Staff should avoid touching 'sensitive' areas and ensure their actions could not be interpreted as being indecent.

Physical Control

The introduction of section 550A clarifies the physical intervention that teaching staff and other authorised personnel may use to control students when a Health and Safety risk does not exist.

Staff may now intervene physically when a student is engaging in any behaviour prejudicial to maintaining good order and discipline while teaching, whether that behaviour occurs in a classroom, during a teaching session, in a workshop environment or elsewhere.

For example:

1. If a student persistently refuses to obey an order to leave the classroom or workshop.
2. If a student is behaving in a way that is seriously disrupting a lesson and affecting the learning of other students.
3. The student is intending to cause an offense.

Assessing Risk

Physical intervention can be a high risk activity. The purpose of which is to restore calm as quickly as possible. When assessing the risk or restraining a student, the member of staff should consider:

1. The age and size of the student to be restrained.
2. The presence of any weapons or workshop tools.
3. The availability of a second adult.
4. The restrainers ability to act calmly.

Before intervening physically a member of staff should tell the student who is misbehaving to stop and what will happen if he/she does not. The staff member should continue attempting to communicate with the student throughout the incident and make it clear that the physical contact will stop as soon as it ceases to be necessary. Staff members should remain calm and never give the impression of having lost their temper – a person who has been angered by the student is not the right person to intervene; staff need to work as a team with colleagues.

Recording

All incidents of physical restraint will be reported immediately to the Centre Co-ordinator. Staff must keep records of any incident involving physical restraint in the Incident Book. The structure of the report should follow the Northamptonshire County Council recommended format. The Incident Book is kept in the Lunar main office.

Serious incidents of physical restraint may be followed up with an investigation by the Centre Co-ordinator. As part of the investigation the views of the student concerned will be considered. Statements will also be sought from other witnesses and from the students themselves.

Follow-Up

Staff involved will be debriefed by the Centre Co-ordinator following an incident of physical restraint. From the debriefing, strategies to reduce the likelihood of similar occurrences in the future may be developed.

When physical restraint has been used the parents, or carers, of the student involved will be informed and made aware of the circumstances which led to such action.

It is recognised that needing to restrain a student can be stressful and distressing for the staff involved. Following the incident, the staff may need time to calm and collect themselves before resuming their duties.

Training

Staff are trained and updated in the use of appropriate and safe restraint and control procedures by Northamptonshire County Council.

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