



Physical Intervention and Restrictive Practice Policy 2026 – 2027

1) Introduction

The use of Restrictive Practices Policy has been developed to ensure that staff, pupils, parents/carers, and governors have an understanding of school guidelines for supporting pupils who have reached crisis point and are displaying behaviours that may put themselves or others in physical danger. Following these guidelines will ensure pupils are able to learn, and staff are able to teach, in a safe and secure environment.

This Policy will be applied consistently to pupils regardless of their age, SEND, sex, gender reassignment, sexual orientation, race, faith background or personal circumstances. Respect for these protected characteristics will be considered as an important part of the whole school Inclusive practice and ethos.

Physical Intervention or Restrictive Practice is traumatising for all people involved and their use often damages relationships.

‘Physical restraint can be humiliating, terrifying and even life-threatening. It should only be used as the last resort, when there is no other way of de-escalating a situation where someone may harm themselves or others’ (Campbell, 2018).

As a school, we are committed to reducing the need to use restrictive practices. We recognise that restrictive physical interventions should only be used as a last resort where they are necessary and proportionate to prevent injury to a child or adult, or serious damage to property. Restrictive physical interventions must only be used in a person’s best interest and comply with The Flying High Academy Ladybrook duty of care to students, staff, and visitors.

This policy has been prepared using the following guidance:

- [Use of reasonable force and other restrictive interventions guidance \(April 2026\)](#)
- [Reducing the need for restraint and restrictive intervention \(publishing.service.gov.uk\)](#)
- [Keeping children safe in education 2026 \(comes into force from 1 September 2026\)](#)
- [Reasonable force, restraint & restrictive practices in alternative provision and special schools \(publishing.service.gov.uk\)](#)
- [Reducing restrictive practices framework \[HTML\] | GOV.WALES](#)
- [TSS diagram REVISED \(restraintreductionnetwork.org\)](#)
- Education and Inspections Act 2006 - Section 93
- BILD code of Practice for minimizing the use of restrictive physical interventions; 4th Edition (BILD 2014)

This policy is available:

- Online through our school website
- From the school office

2) The Legal Framework

Restrictive Interventions

For clarity, this policy uses the following definitions in line with the Department for Education guidance *Restrictive interventions, including the use of reasonable force, in schools* (2026):

Restrictive intervention: a means to prevent, restrict or subdue movement of the body, or part of the body, of a pupil. Restrictive interventions is the umbrella term used to describe both physical and non-physical actions aimed at restraining pupils in different ways.

Reasonable force: a term used in legislation which includes physical restrictive interventions. Reasonable means using no more force than is necessary for the least amount of time, depending on the circumstances.

Significant incident: any incident where the use of force goes beyond appropriate physical contact between pupils and staff. This includes when physical force is used to implement a non-physical restrictive intervention.

Seclusion: a non-disciplinary intervention involving keeping a pupil confined to a place away from others and preventing them from leaving, either by physical obstruction, blocking, or making them believe they will be punished if they try to leave.

Restraint: a term used in legislation referring to a non-disciplinary intervention which immobilises a pupil or limits their movement. This may or may not include direct physical contact. For example, holding a pupil's arms to their sides or removing a pupil's crutches would both be considered forms of restraint.

The key principle which underpins our decisions about the use of restrictive interventions is that their use should be as minimal as possible whilst ensuring the safety of the child, other children, and the adults working with them. There will be occasions when to ensure safety and to minimise the risk of harm, adults may need to physically intervene, restrain a child, or impose a restriction on their liberty.

Restraint and deprivation of liberty

Restraint in relation to a child is only permitted for the purpose of preventing— (a) injury to any person (including the child); (b) serious damage to the property of any person (including the child). (2) Restraint in relation to a child must be necessary and proportionate.

Damage to property

The fact that a pupil may damage property does not, in itself, mean that physical intervention should be used. Staff must consider the seriousness and immediacy of the potential damage and whether intervention is necessary and proportionate in the circumstances. Minor or low-level damage would not ordinarily justify the use of restraint.

Where there is an immediate risk of serious damage to property, particularly where the behaviour may also create a risk of injury to the pupil or others, reasonable force may be considered where less restrictive approaches are unlikely to be effective. Staff should always use the least restrictive intervention necessary for the shortest possible time.

Use of seclusion

Seclusion should only be used as a safety measure to protect others from harm when a pupil is experiencing high levels of emotional or behavioural dysregulation. In such circumstances, the pupil is not acting with intent. (Use of Reasonable Force and other restrictive interventions guidance, DfE, April 2026).

Seclusion may only be used when:

A pupil is posing a risk of injury to themselves or others due to behaviours such as biting, head butting, kicking and they need time in a **safe environment** with a trusted adult to help them calm. No child should be left in isolation within a contained environment with locked doors or barriers in place which places the child's well-being and/or safeguarding at risk.

Seclusion should not be implemented by staff through threat of punishment. The place to which the pupil is confined should be safe and not feel threatening or intimidating to the pupil. The pupil should be supervised at all times during the period of seclusion. As soon as the immediate risk of harm has reduced, the pupil should be allowed to leave. An incident involving the use of seclusion must be recorded and reported in accordance with the procedures outlined in the section on 'Recording and reporting duties'.

Who Can Use Reasonable Force

All members of school staff have a legal power to use reasonable force in certain circumstances under Section 93 of the Education and Inspections Act 2006. Reasonable force may be used where necessary to prevent or stop a pupil from causing injury to themselves or others, committing a criminal offence, damaging property, or causing disorder among pupils.

Reasonable force means using no more force than is necessary for the least amount of time, taking account of the individual circumstances.

Staff who are likely to need to use reasonable force or other restrictive interventions will receive appropriate training in their safe and lawful use and in preventative and de-escalation strategies.

The Designated Safeguarding Lead (DSL), Evie Scarborough and their deputies in our school are Georgia Archer, Emma Gerrard, Kelly Rose, Laura Newton, Lorraine Broadley, Jane Adams and Clare Wall. Safeguarding is the responsibility of all, however all staff, parents/carers and pupils need to be aware of who to report to and how to report any safeguarding concerns.

The nominated Governor with responsibility for behaviour, and safeguarding, is Richard Smith.

Deciding Whether to Use Reasonable Force

There will be times when school staff may need to use restrictive interventions, and they should know this option may be available to them. The decision on whether it is reasonable to use a restrictive intervention depends on the individual circumstances of each situation. To make this assessment, the member of staff should consider the following:

All members of staff will make decisions about when, how, and why to use reasonable force. To help staff in making decisions about using reasonable force the following considerations may be useful:

Is it necessary?

- Staff will consider whether there are other more effective, less restrictive ways to manage a situation.
- Staff will assess whether a restrictive intervention is likely to successfully reduce the relevant risks, or whether its use would escalate the situation further or cause more harm than the behaviour itself.
- Where possible, staff should communicate with other staff members to understand any broader risks in the environment.

Is it proportionate?

- Staff will use the least amount of force or least restrictive intervention necessary for the least amount of time required to reduce the relevant risks.
- If the intervention itself is escalating the situation, staff will reconsider their approach and attempt an alternative strategy.
- Staff will consider the personal circumstances of the pupil such as medical conditions, special educational needs or other vulnerabilities, their characteristics such as age and size, and must consider relevant equality implications under the Equality Act 2010.

Have you considered the pupil's welfare?

- Staff will consider the impact on the pupil's overall welfare, balanced against any actions taken. For example, pupils who have experienced an adverse life event, with diagnosed or undiagnosed medical conditions or sensory impairments, past trauma or neglect, communication difficulties, or other needs, may find the use of restrictive interventions particularly distressing.
- Staff will seek to maintain respect for a pupil's dignity. This may include, where possible, considering the location and environment where any intervention is used, such as in front of their peers.
- Where possible, staff will clearly and calmly communicate to the pupil what is happening, why, and explain what the pupil needs to do.
- For pupils with difficulties with speech, language and communication, or with English as an additional language, verbal and/or non-verbal strategies will be used to ensure the pupil understands what is happening and has adequate time to process information and respond.

- Staff will seek to understand how the pupil is feeling and use this information to determine whether the restrictive intervention should be, or continue to be, applied, reduced or stopped.

For pupils with SEND or disabilities, staff will consider the school's duty to make reasonable adjustments under the Equality Act 2010. Where appropriate, individual Safety Passports and/or an individual Risk Assessment will identify reasonable adjustments, preventative and de-escalation strategies, communication needs, known triggers and agreed approaches to reducing the need for reasonable force or other restrictive interventions. These plans will be developed in consultation with the pupil and their parents/carers where appropriate and reviewed periodically and following any significant incident to ensure that they remain effective.

Staff will be kept informed and have a duty to inform others about the Safety Passports around specific pupils who can present risks to themselves and others. This may include information about SEND, personal circumstance, and any experiences of trauma.

3) School Expectations

All staff should adopt a positive approach to improving behaviour to reward effort and build self-esteem. We work in partnerships with those who know the child best to:

- **Establish the functions of behaviours being displayed**
- **Understand the factors that may influence a child's behaviour**
- **Identify early warning signs that indicate foreseeable behaviours are developing**

This approach will help to ensure that the use of early and proactive strategies is common practice. It aims to reduce the incidence of extreme behaviours and supports the reduction of restrictive practices in school.

Staff should, where possible, avoid any type of intervention that is likely to injure a pupil, unless in the most extreme of circumstance where there was no viable alternative. Staff should try to avoid using force unless or until another member of staff is present to support, observe or call for assistance.

Reducing the need to Intervene Physically

Although preventative measures may not always work, there are several steps which can be taken to help reduce the likelihood of situations arising where the power to use force may need to be exercised:

- Creating a calm, orderly and supportive school climate that minimises the risk and threat of violence of any kind
- Developing effective relationships between pupils and staff
- Adopting a whole-school approach to Inclusive practice
- Taking a structured approach to staff development that supports staff to use positive behaviour management strategies; managing conflict and to support one another during and after an incident
- Effectively managing individual incidents using a low-arousal response. Communicate calmly with the pupil; use non-threatening verbal and body language and ensure the pupil can see a way out of a situation in a supported manner
- Teaching pupils strategies to use in a crisis (such as sensory integration, clear communication and non-verbal signals to indicate the need for support)
- Whenever practical, warning a pupil that force may have to be used before using it
- Ensuring that staff and volunteers are aware of the pupils' Personal Safety Passport and understand situations which may provoke difficult behaviour, triggers, preventative strategies, and de-escalation techniques

Key Principles surrounding the use of a restrictive physical intervention.

1. Consider if you really need to use a restrictive physical intervention. If so, then use the least restrictive possible first and return to the least restrictive as soon as possible.
2. Staff should not enter into a restrictive physical intervention if on their own – unless completely unavoidable - help must always be sought.
3. Physical Interventions should be employed using the minimum reasonable force for the shortest duration of time as possible and should not cause pain.
4. Staff should be assessing signs of injury or psychological distress during and after the intervention.
5. Staff should always avoid touching or restraining a pupil in a way that could be interpreted as sexually inappropriate conduct.

Use of restrictive physical interventions in unforeseen and emergency situations.

On occasion, staff may find themselves in unforeseen or emergency situations when they have no option but to use reasonable force to manage a child in crisis. E.g. where there is a high and immediate risk of death or serious injury to the child or others. Any member of staff would be justified in taking any necessary action to safeguard the child from harm.

Staff should:

- Before using force- staff attempt to use diversion or diffusion to manage the situation.
- Always report and record any use of physical intervention that occurs in unforeseen and emergency situations using school procedures.
- Parents/carers will be informed of any significant incident involving the use of reasonable force, restraint or seclusion as soon as practicable and the school will endeavour to do so no later than the same day, subject to the safeguarding exceptions set out within the Recording and Reporting Incidents section of this policy.
- In line with Health and Safety Guidance on approved methods of physical intervention, at **NO** time is a young person to be placed in a **Prone Restraint** (face down) or **basket holds or wraps** (the child's arms held around their own abdomen as these methods of restraint are barred under Health and Safety Guidance.

Safety Passports

All children who have the potential to display behaviours of concern either linked to SEND or Trauma will have a safety passport (appendix 1) which details appropriate adult responses when supporting the child through co-regulation.

Staff training

Staff will be trained in accordance with guidance from the Restraint Reduction Network and BILD (code of practice)

All staff in school will access training on behaviour management and support through regular Personal Development Meetings and Individual Appraisal.

Staff at The Flying High Academy Ladybrook, who have been identified as needing training in this area, will access training from Team Teach or NCC - this is refreshed 2 yearly.

We will seek advice from NCC's Inclusive Behaviour Co-ordinator about the level of training considered appropriate to our setting. This will be assessed following the completion of an annual audit.

In addition, all staff will have access to ongoing bespoke advice and guidance tailored to the needs of our setting through the use of anonymised consultations about the needs of individual children as and when required. Staff who receive training through NCC's Inclusive Behaviour Co-ordinator will be certified by the Local Authority for a defined period as stated on their certificate. Staff will be expected to attend a refresher course to update their skills and renew their certification every 18-24 months.

Recording and Reporting Incidents

The Department for Education guidance Restrictive interventions, including the use of reasonable force, in schools (2026) sets out statutory requirements for the recording and reporting of significant incidents involving the use of force. There are also statutory requirements relating to the recording and reporting of incidents involving seclusion and restraint. The governing body will ensure that appropriate procedures are in place and followed by staff to meet these requirements.

All significant incidents involving the use of reasonable force, and all incidents involving seclusion or restraint, must be recorded and reported in accordance with the statutory requirements. At The Flying High Academy Ladybrook, all incidents involving the use of reasonable force, restraint or seclusion will be recorded clearly and concisely as soon as practicable following the incident. The requirement to record applies even if the use of reasonable force and other restrictive interventions in certain circumstances is agreed with parents as part of a pupil's behaviour support plan.

The following details will be recorded as a minimum:

- names of pupil and staff directly involved
- any relevant needs or circumstances of the pupil, including whether the pupil involved has an identified special educational need or disability and their SEN status code
- time, date, location and approximate length of time the intervention was used
- brief account of the incident, including what led up to the incident, identified or potential triggers if known, any preventative or de-escalation strategies used, what type of reasonable force was applied, the degree of force, and details of physical injuries sustained, if applicable
- brief account of why the use of force was assessed as necessary in that instance
- any post-incident support, such as details of any medical treatment for injuries or other adverse impacts
- parent will receive a copy of the record and will sign to say they have read this

Where appropriate, the record should also include:

- the pupil's account of the incident, including their views and feelings;
- accounts from any witnesses to the incident;
- details of any follow-up discussion with the pupil and their parents/carers; and
- any actions or changes identified as a result of the post-incident review.

Appendix 2 demonstrates how restrictive practice is recorded on CPOMS at The Flying High Academy Ladybrook. All incidents involving the use of reasonable force, restraint or seclusion must be documented on CPOMS as soon as practicable following the intervention and, wherever possible, on the same day.

Staff should also bear in mind the age of the child; any special education need or disability or other social factors which might be relevant. Sometimes an incident might not be considered significant in itself, but forms part of a pattern of repeated behaviour.

The Senior Leadership Team or a member of staff will report any incident where reasonable force has been used to parents as soon as practicable after the incident. The school will endeavour to do this no later than the same day, except where:

- the pupil is aged 20 or over; or
- it appears to the staff member that doing so would be likely to result in significant harm to the pupil. This includes all forms of abuse and neglect. In this instance, the staff member must report the incident to the local authority within whose area the pupil is ordinarily resident.

A report of the incident made to parents will include the following details as a minimum:

- time, date, location and approximate length of time the force was used

- brief account of what type of reasonable force was applied, and the degree of force
- details of any physical injuries sustained, if applicable
- brief account of why the use of force was assessed as necessary in that instance

The incident must be directly reported to the Headteacher, and staff involved will be debriefed to review and analyse the incident. A review and analysis of the incident will take place as soon as possible thereafter, and safety passports will be updated with the aim of ensuring any lessons are learned and any identified changes to the environment or support plans are acted upon/implemented.

4) Post-incident Support

Incidents that require use of restrictive physical interventions can be upsetting to all concerned and can result in injuries to the child or staff. After an incident has subsided, it is important to ensure that staff and children are given emotional and psychological support and basic first aid treatment for any injuries. Immediate action should, of course, be taken to ensure that medical help is accessed for any injuries that require more than basic first aid. All injuries should be reported and recorded in accordance with school procedures.

Repair and Restore Relationships through Restorative Conversations

Restrictive practice damages relationships. It is vital that the child is given the opportunity to reflect on the incident with the support of the adults involved to ensure the child's voice is captured and any restoration can be implemented as a result to repair any harm and facilitate open, direct communication.

Key questions to support a restorative conversation with the child:

- What happened?
- How did you feel?
- Who was affected by this?
- What needs to happen now?
- What could we have done differently?

5) Complaints and allegations

The Flying High Academy Ladybrook will also make clear to pupils that they have a right, and are able, to question/complain about the use of reasonable force. We will ensure that mechanisms are in place for pupils, parents, carers and staff to voice their opinions, comments, or concerns.

Complaints and allegations will be taken seriously and should follow our Complaints Policy that can be found on our school website or a copy requested from the school office.

The role of the LADO:

Working together to Safeguard Children (2026) requires each Local Authority to have a LADO. In Nottinghamshire the role of the LADO is undertaken by the Managing Allegations Service.

The purpose of the LADO role is to address allegations/concerns made against adults working or volunteering with children in Nottinghamshire.

Working together to Safeguard Children (2026) and Keeping Children Safe in Education (2026) outline the criteria to be applied to allegations and concerns about an individual when it is indicated the individual may have:

- Behaved in a way that has harmed a child or may have harmed a child;
- Possibly committed a criminal offence against or related to a child;
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children;

- Behaved or may behave in a way that indicates they may not be suitable to work with children.

Concerns may relate to either a person's work/voluntary role or their behaviour outside the work setting.

LADO role in Restraints of under 18s

KCSiE 26 Paragraph 438.

If there is cause to suspect a child is suffering, or is likely to suffer significant harm, a strategy discussion involving the police and/or local authority children's social care will be convened in accordance with the statutory guidance Working Together to Safeguard Children. If the allegation is about physical contact, for example restraint, the strategy discussion or initial evaluation with the LADO should take into account that teachers and other school and college staff are entitled to use reasonable force to control or restrain children in certain circumstances, including dealing with disruptive behaviour.

The LADO should be notified when:

- A child is injured or may have been injured as a result of appropriate/permitted restraint practice or actual/perceived use of excessive force,
- A child and/or parent/carer makes an allegation and/or complaint against a professional following a restraint of a child,
- A professional, other adult or child reports an observed or perceived inappropriate restraint of or practice with a child by another professional.

The responsibility of the employer/person receiving the complaint is to:

- Ensure the child is safe and refer to MASH/Police as appropriate
- Consider the actions required to safeguard this child and other children in the setting
- Refer to LADO using the LADO Online Contact Form (link below) providing clear details of the incident, the adult of concern (including personal details to safeguard the adult's own children- consider any additional voluntary roles the adult holds); details of the child and your own details.

Link to LADO online Contact Form - [Submit a LADO Contact Form](#)

Monitoring the use of restrictive interventions

The governing body will regularly review data relating to the use of reasonable force and other restrictive interventions. This will include identifying patterns or triggers, considering whether approaches are effective, identifying any staff learning and development needs, and considering whether there is any disproportionate use of restrictive interventions involving pupils with SEND, protected characteristics or other vulnerabilities.

Restrictive intervention data will be reported to the Partnership half-termly and to the Full Governing Body on a termly basis. This monitoring will be used to identify trends and patterns and to inform improvements to practice, staff training and individual pupil support where appropriate.

Monitoring and review

This policy will be monitored regularly and reviewed by the governing body at least annually or sooner where there are changes to statutory guidance or legislation.

The Headteacher is responsible for the implementation of this policy and Richard Smith is the Link Governor, who also has responsibility in this area.

Date approved by the Governing Body: 07.09.26

Date to be reviewed: September 2027

Appendix 1 – Safety Passport

Safety Passport



Name:	Academic Year:	Date of Plan:	Review Date of Plan:	Completed by:

Background information:

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Things I like that keep me calm and regulated	Things I do well

Reasonable adjustments:

Triggers:	Support for triggers:

Type:	Behaviour displayed:	Possible Adult Responses (What is the adult doing)	Child's Voice (What does the child need)
Stage 1 Anxiety Behaviours	-		
Stage 2 Defensive Behaviours			
Stage 3 Crisis Behaviours			

Preferred De-escalation techniques:

- Ladbrooks -

Behaviour Script for when dysregulated and may be a threat to self or others

(To be used by all staff in a calm and consistent manner)

Step 1: Acknowledge and Connect

Step 2: Offer Supportive Choices

Step 3: Clarify Safety Needs

Step 4: Give Processing Time

Step 5: Acknowledge Effort

Step 6: Restate Support and Time Frame (if needed)

Step 7: Support Follow-Through

Staff Reminder:

Signature:

Parent signature:

Date:

Staff signature:

Date:

Appendix 2 – CPOMS Entry Form

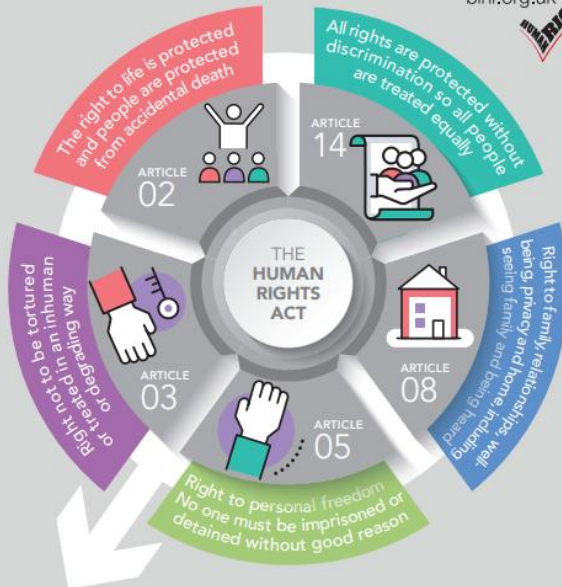
Start Time - Finish Time	
	Length of restraint
Staff involved	
	Staff involved in the restraint
Location	
	Location of restraint
Parents informed	
	How and when was the parent informed?
Pre-Incident	
	What were the triggers that led to this incident? What did the child's behaviour presentation before the incident (physical presentation, verbal, body language etc)?
Incident Details	
	What did the restraint look like? Where were the adults hands? What was the adult saying? Low restrictive hold, medium restrictive hold, high restrictive hold (refer to table).
The child was at risk of...	Harm to others Harm to themselves
De-escalation	
	How was the incident de-escalated? How was the child supported in calming and returning to baseline?
Injuries	
	Were any injuries sustained to the child or adult? If yes, was medical assistance required? Ensure all injuries are report to SBM and SLT.
Incident Reflection	
	What happened post incident to ensure all involved were physically and emotionally well? Questions to discuss with child and staff involved: What happened? How did you feel? Who was affected by this? What needs to happen now? What could have been done differently? Pupil voice: What does the child need from the adult next time?

Six Core Strategies[©] plus Human Rights Act 1998

Restraint
Reduction
Network

The British Institute of Human Rights

bihr.org.uk



Enable the **culture change** necessary in organisations to reduce the use of **restrictive practices**