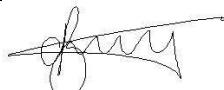



Reasonable Force Policy



**THE LADDER
SCHOOL**
Redefining alternative provision



Date of Creation (first edition)	March 2019
Date for Review	February 2022
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Member of staff responsible for the policy	Vice Principal
Date adopted by the Local Governing Body	February 2021
Signed by Principal	
Signed by Chair of Governing Body	



Version Control

Version	Author	Date	Changes Made
1.0	CB	Mar 2019	First Edition
1.1	RW	May 2020	Change to present tense
1.2	RW	Jan 2021	Slight change to wording

Mission Statement

The Ladder School is a safe, well ordered and caring environment for learning. It delivers high quality education to all its students and supports them to develop their individual potential for growth, self-worth and self-control.

High quality outstanding teaching, and clear and consistent guidance and support facilitates students in succeeding in education. Our broad and balanced academic and vocational curriculum will provide students with access to a broad range of accredited qualifications as well as educational and social experiences, which will address their learning and emotional needs. Our purpose is to support every student to develop their true potential, make positive contributions to their families and find fulfilment in employment.

Values

1. Alternative Provision doesn't mean a dumping ground...it's mainstream with the reasonable adjustments to succeed
2. High standards and high expectations are incredibly important and are the corner stones to a successful school
3. The Ladder School should become the go-to place for educators from across the country to see best practice
4. Good simply isn't good enough
5. Learning is about a journey and there is more than one way to get to the destination
6. Qualifications, manners, respect and opportunity should be the foundations for students that need a second chance.

School Ethos



High Standards



Daring to Dream



Traditional Values



Success



Personalised Support



High standards – students are pushed to achieve beyond their potential, and staff work to ensure everything that we do is better than people expect.

Daring to Dream – students at The Ladder School may have been in an educational setting where they lacked aspiration to be successful, at The Ladder School we challenge students to reach their potential and go on to further education and employment.

Traditional Values – some things often get forgotten in education, at The Ladder School we pride ourselves on mutual respect, good manners, making a positive contribution, supporting one another and an orderly, litter free environment.

Success – can come in many virtues, at The Ladder School we celebrate the small steps every day and tell students when they are doing well. We ensure that students can have a successful future.

Personalised Support - all students at The Ladder School have a Learning Coach who guides them, sets them bespoke targets and supports them in making social and academic progress.

Statement of Purpose

This policy will outline how The Ladder School will manage behaviour throughout the school to ensure we provide a safe, caring and orderly learning environment for staff, students and visitors. The Ladder School prides itself on our ability to deal with students that may have found mainstream education difficult, but in turn we will not settle for second best. We expect all of our staff, students and visitors to adhere to the guidelines set out in this policy, without question.

The Ladder School expects;

- Students, staff and visitors to behave respectfully always;
- There is a focus on positivity throughout the school;
- That the school is safe, calm and orderly;
- Students become self-managers of their own behaviour and in turn support their peers on how to behave correctly;
- Staff to find resolutions and solutions to negative behaviour in school.

Positive Behaviour

It is clear from extensive research into supporting behaviour management in schools, that the best strategies are the ones that focus on positivity. This should not be confused with a 'soft' approach when dealing with student behaviour. We aim to offer preventative strategies that reduce the need to challenge poor behaviour as they allow students to conform to a positive school culture. We encourage self-management, self-respect, responsibility and co-operation.








We want our students to feel they are part of The Ladder School family and whilst families sometimes fall out they have a bond that unites them. We want students, staff and visitors to feel welcome at our school and see that our positivity is embedded into everything that we do. Praise and acknowledgement are a key foundation that will be evident throughout the school.

Students learn best when they are in a safe, secure and positive environment, it is important that they buy into this concept, so they can be effective learners. The Ladder School wants to develop young people into positive members of society.

Student Expectations

To ensure that students leave The Ladder School as well-rounded individuals that can contribute positively to society we expect;

 <p>High Standards</p>	<ul style="list-style-type: none"> • Wear uniform correctly in accordance with the school dress code • Use appropriate language and do not swear • Keep hands, feet, objects and personal comments to yourself • Look after the school, building, displays and equipment
 <p>Daring to Dream</p>	<ul style="list-style-type: none"> • Always try your best in everything that you do • Want to work towards your next destination in your education • Be prepared to show others how great we are
 <p>Traditional Values</p>	<ul style="list-style-type: none"> • Arrive on time to school and all lessons throughout the day • Hand in any mobile phones/contraband at the beginning of the day without question • Eat and drink in designated areas and clean up after yourself
 <p>Success</p>	<ul style="list-style-type: none"> • Aim for 100% attendance • Listen to others and in turn be listened to • Be safe and all follow instructions
 <p>Personalised Support</p>	<ul style="list-style-type: none"> • Ask for help if/when you need it • Remain in school for the whole day and be prepared to stay to rectify any mistakes you have made



Statement of Purpose

This policy is designed to provide clarification for staff working at The Ladder School, an understanding of the circumstances of when they might need to use reasonable force and to ensure they feel confident, safe and protected if this does occur.

Key Points

- Staff at The Ladder School have the power to use reasonable force and if this is used lawfully it will provide defence from criminal prosecution/legal action.
- Staff will not **automatically** be suspended if they have used reasonable force and have been accused of excessive force.
- The Principal and/or the Senior Leadership Team should be informed immediately if a member of staff has had to use reasonable force so that the member of staff can be supported.

What is reasonable force?

Reasonable force covers a broad range of actions/interventions that teachers/school staff may have to use at some point in their career that refers to physical contact with students. This might happen as either a restraint or to bring control to a situation. Equally staff may guide a student by the arm to get them to safety. This is not an exhaustive list. Staff should be aware that the government guidance on reasonable force refers to 'reasonable in the circumstance' this might mean that great force is needed to separate a fight for example rather than escorting a student from a classroom.

Staff may have to use passive physical contact from time to time, this means to block a student's path to prevent a situation escalating. All staff will avoid acting in a way that might cause injury to themselves or the student.

Who can use reasonable force?

All members of staff can legally use reasonable force at The Ladder School. Any member of staff that uses reasonable force must inform the Principal and complete the RPI form straight after the encounter. Any member of staff that the Principal puts in charge of students will be covered by the guidance in this policy.

When can reasonable force be used?

Reasonable force can be used in the following instances;

- To prevent students hurting themselves, others, damaging property or causing a disruption in the building.
- To control a situation or to restrain someone.



- The decision to physically intervene is down to the professional judgement of the member of staff. Staff should risk assess the situation in their head before intervening.
- Staff can be used to remove disruptive students from classrooms if they have refused to follow instructions.
- To prevent disruption to an educational visit/school trip/event.
- To prevent a student leaving a classroom or the building if their safety was at risk or it would cause more disruption.
- To stop/prevent a fight.

Please note these are examples and this is not an exhaustive list.

The Ladder School will not:

Use reasonable force as a punishment.

The Ladder School's right to search without consent

If a member of staff suspects that a student has an item listed below, staff would be authorised to use reasonable force to search a student for the prohibited item. This power is issued to the Principal and he should be informed immediately to choose the most appropriate action.

- Knives and weapons
- Alcohol
- Illegal drugs
- Stolen items
- Tobacco and smoking related items
- Fireworks
- Pornographic images
- Any item that could be used to commit an offence, damage to property or personal injury.

These powers to search using force cannot be used to cover any item not listed banned under the school rules. These powers are issued to Principals from the Education Act 1996. The Ladder

Exercising the power to use Reasonable Force

The Ladder School has a Behaviour Policy that can be found on www.ladderschool.org/policies this policy links directly to the Behaviour Policy.

School does not require parental consent to enforce this policy. However, The Ladder School would contact parents if any reasonable force has been used where a member of staff has had to physically intervene with a student.

The Ladder School acknowledges its legal duty to make reasonable adjustments for students with SEND.



The Ladder School staff will only use the parameters of this policy in exceptional circumstances.

Staff Training

Staff receive annual CPD on using and implementing the schools Behaviour Policy. It is made clear to staff that reasonable force is only used if all other options have been used or are not available. Staff have specific training on De-Escalation of situations to avoid the use of reasonable force.

Staff are trained in restraint (Team Teach); but it would be **forbidden** for staff to use any of the restraints listed below:

Using force

- A panel of experts⁴ identified that certain restraint techniques presented an unacceptable risk when used on children and young people. The techniques in question are:
- the 'seated double embrace' which involves two members of staff forcing a person into a sitting position and leaning them forward, while a third monitors breathing;
- the 'double basket-hold' which involves holding a person's arms across their chest; and
- the 'nose distraction technique' which involves a sharp upward jab under the nose.

Informing Parents/Carers

If a member of staff at The Ladder School had to use reasonable force, parents/carers would be notified of the situation. This would involve a senior member of staff calling the parents to discuss the incident. It is likely that the member of staff would discuss;

- Why reasonable force was used
- What were the risks at the time of the incident
- The type of reasonable force used (for example a restraint)
- The effect on the student and member of staff involved.

Complaints

Any complain in relation to the use of reasonable force would be investigated as per our Compliments, Comments and Complaints Policy, this can be found on the website www.ladderschool.org/policies.

Any member of staff using reasonable force would not be automatically suspended. The Ladder School will look into to the complaint to determine if the member of staff acted lawfully.



Further support on this can be found in the DfE document “Dealing with Allegations of Abuse against Teachers and Other Staff”.

Physical Contact with students

It is not illegal to touch a student. There are instances when physical contact (other than the use of reasonable force) are proper and necessary. These could include;

- Comforting a distressed student
- Praising a student (a pat on the back/handshake)
- To demonstrate activities in PE/Performing Arts
- To administer first aid.

This is not an exhaustive list.

Further Information

This policy has been developed from the DfE Guidance document “Use of reasonable force” July 2013

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/444051/Use_of_reasonable_force_advice_Reviewed_July_2015.pdf

