

MANSTON PRIMARY SCHOOL

Manston 

CARE AND CONTROL POLICY

Manston Primary is committed to safeguarding and promoting the well-being of all children and expects our staff and volunteers to share this commitment.

Policy reviewed by: James Clay, Kirsty Thorpe and TLPS committee

Date: June 2026

Review Date: June 2028
[or earlier if update is required]



Key Contact Personnel in School

Nominated Members of Leadership Staff Responsible for the policy:

James Clay – Headteacher

Kirsty Thorpe – Safeguarding and Welfare Officer

Designated Safeguarding Lead (s):

James Clay – Headteacher

John Spinks – Deputy Head

Kirsty Thorpe – Safeguarding and Welfare Officer

An Joul – Learning Mentor

Claire Broadley – Extended Services Manager

1. Care and Control Policy

This policy should be read in conjunction with the Child Protection Policy, the Behaviour Policy, Whistle Blowing Policy, the Health and Safety Policy and other relevant safeguarding and behaviour policies.

Vision, Values and Ethos

At Manston Primary we:

- Aim to provide the best possible care and education that we can for children and young people with Social, Emotional and Mental Health (SEMH) needs
- Treat our children and young people with unconditional positive regard
- Create a school that is welcoming, caring and safe
- Treat children with respect and teach them to respect others
- Believe all our pupils can be supported and empowered to succeed
- Create individual and personalised pathways for our pupils that are built around their varied needs
- Prepare our pupils for their onward destinations into continuing education, work or training.
- Deliver learning that is engaging, creative, and innovative
- See strong relationships as the key to our success – with pupils, parents, carers, agencies and the wider community.

2. Introduction

The purpose of the policy is to provide clarity for all teaching and support staff working with children and young people, to inform them what is acceptable in relation to the use of physical intervention to manage challenging behaviour, and to prevent any misunderstanding of their intentions. It is also intended to inform children, their parent(s), carer(s), families and other relevant stakeholders of the legal position in relation to physical intervention, and systems and procedures that we follow at Manston Primary, Leeds.

There is a common misconception that any physical contact with a child is in some way unlawful. This is NOT true.

School staff have a power to use force and lawful use of the power will provide a defence to any related criminal prosecution or other legal action.

Page 3, The Use of Reasonable Force – Advice for Headteachers, staff and governing bodies
– July 2013

At Manston Primary School, we constantly strive to create a calm learning environment that minimises the risk of incidents arising that might require the use of force. In addition to this, pupils who present with challenging behaviour have an individual Positive Behaviour Plan (PBSP) and Behaviour Individual Pupil Risk Assessment [BIPRA]. In relation to inappropriate behaviour, staff at the school will use their skills and implement training to defuse conflict situations. We will distract, persuade and negotiate with young people as well as remind them of rules, privileges, rewards and sanctions and effectively use assertive language to support their behaviour.

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.

This policy is informed by current Department for Education guidance, including “Use of Reasonable Force”, and reflects updated statutory expectations on restrictive intervention, recording and reporting (2025–2026). It also reflects The Schools (Recording and Reporting of Seclusion and Restraint) (England) Regulations 2025.

The policy has been developed in line with local authority guidance on the above documents and best practice, including advice from Leeds City Council’s Behaviour and Inclusion Support Team (BIST).

Every effort will be made to ensure that all staff at Manston Primary School:

- i. clearly understand this policy and their responsibilities in the context of their duty of care in taking appropriate measures where physical intervention is necessary
- ii. are provided with appropriate training to deal with incidents safely and effectively.

3. Underpinning values

Everyone attending or working in this school has a right to:

- recognition of their unique identity;
- be treated with respect and dignity;
- learn and work in a safe environment;
- be protected from harm, violence, assault and acts of verbal abuse whilst accepting that we work in a specialist setting and the pupils with whom we work provide us with significant challenges and have special educational needs that mean that they may at times be verbally / physically aggressive to staff and each other.

Pupils attending this school and their parents have a right to:

- individual consideration of pupil needs by the staff who have responsibility for their care and protection;
- expect staff to undertake their duties and responsibilities in accordance with the school's policies;
- be informed about school rules, relevant policies and the expected conduct of all pupils and staff working in school;
- be informed about the school's complaints procedure.

The school will ensure that pupils are given support to understand the need for and respond to clearly defined limits, which govern behaviour in the school.

4. Strategies for dealing with challenging behaviour

4.1 Prevention of challenging behaviour

Primary Prevention

This is achieved by:

- The deployment of appropriate staffing numbers;
- The deployment of appropriately trained and competent staff;
- Ensuring high quality teaching and learning;
- An excellent understanding of the needs of children and young people;
- Avoiding situations and triggers known to provoke challenging behaviour;
- Creating opportunities for choice and achievement;
- Developing staff expertise through a programme of Continuous Professional Development;
- Exploring pupils' preferences relating to the way/s in which they are managed.

4.2 Secondary Prevention

This involves the recognition of the early stages of a behavioural sequence that is likely to develop into violence or aggression and employing de-escalation techniques to avert or limit these.

At this stage, a Positive Behaviour Plan (PBSP) or support plan will be set up to clarify the appropriate application of gradually increasing or decreasing levels of force in response to the particular child/young person's behaviour. Where there is clear documented evidence that particular sequences of behaviour escalate rapidly into violence, the use of a restrictive physical intervention (including restrictive physical intervention) at an early stage in the sequence may, potentially, be justified if it is clear that:

- Primary prevention has not been effective, and
- The risks associated with **NOT** using an RPI are greater than the risks of using a RPI, and
- Other appropriate methods, which do not involve RPI, have been tried without success.

The school uses PSHE, restorative and nurture approaches to help pupils to learn about feelings and managing conflict, where this is appropriate to their level of development. The curriculum and ethos promote independence, choice and inclusion and pupils are given maximum opportunity for personal growth and emotional wellbeing.

As endorsed in the school's Behaviour Policy, staff consistently use positive strategies to encourage acceptable behaviour and good order.

Every effort will be made to resolve conflicts positively and without harm to pupils or staff, property, buildings or the environment. Some or all of the following approaches should be taken according to the circumstances of the incident and the needs of the child or young person:

- Verbal (or non-verbal e.g. Makaton if appropriate) acknowledgement of unacceptable behaviour with request for the pupil to refrain; (this includes negotiation, care and concern)
- Further verbal advice stating:
 - that this is the second request for compliance;
 - an explanation of why observed behaviour is unacceptable;
 - an explanation of what will happen if the unacceptable behaviour continues.
- Warning of intention to intervene physically and that this will cease when the pupil complies, if possible summon assistance from other staff.
- Physical intervention. Reasonable force being used in line with legislation and guidance.

All staff are trained in skills to help them to defuse situations before behaviour becomes challenging and how to de-escalate incidents should they arise. At Manston Primary School this is through the training of staff in "Team Teach".

Reasonable force will only be used when the risks involved in doing so are outweighed by the risks involved in not using force.

5. The Legal Implications

5.1 Duty of Care

All staff working within the school have a 'Duty of Care' to the children and young people and as such, may face a situation where physical intervention is the only option left available to them, in order to ensure safety.

This means that **all** staff working within our settings may be required to physically intervene with pupils at some point during their employment.

Staff who have a Duty of Care have lawful justification for taking reasonable physical steps to prevent injury to any person, or damage to property.

Taking no action which results in a person being injured, could leave a member of staff open to an allegation that they were in neglect of their Duty of Care.

5.2 The Children's Act

Staff will always follow the principles enshrined in the above act whereby the **safety and wellbeing of the children is paramount**. Staff will act in accordance with the 'best interests principle', acting honestly and in good faith to protect what they perceive to be the best interests of the child/children.

5.3 Section 93

Section 93 of the Education and Inspections Act 2006 'The Power of Members of Staff to Use Force' states:

A member of the staff of a school may **use such force as is reasonable** in the circumstances to prevent a pupil from doing, or continuing to do any of the following;

- committing an offence
- injuring themselves or others, or causing damage to property
- compromising the good order or discipline of the school

This policy allows for the physical restraint of pupils in disciplinary or dangerous situations. This must not include any form of corporal punishment and should be limited to the minimum force absolutely necessary for the minimum amount of time.

Examples of situations where the guidance could apply:

- when a pupil attacks a member of staff;
- when a pupil attacks another pupil;
- when a pupil is engaged in, or is on the verge of committing, deliberate damage or vandalism;
- when a pupil is causing, or at risk of causing, injury or damage by accident, by rough play, or by misuse of dangerous materials or objects (for example, in the lab or on the sports field)
- when a pupil at risk absconds from class or tries to leave the school; • when a pupil persistently refuses to obey an order to leave a classroom;
- when a pupil is seriously disrupting learning.

It is the policy of the school that only in exceptional circumstances may physical restraint be used by an adult working within the school, and that our policy in this regard is made known to staff, governors, parents and pupils and that clear contingencies are known to all.

6. The Application of Force

The application of any form of physical control inevitably carries an attached risk of unintended harm and this places staff and the school at risk of potential litigation. It can only be justified according to the circumstances described in this policy. Staff, therefore, have a responsibility to follow this policy and to seek alternative strategies wherever possible in order to prevent the need for physical intervention. Staff need to be aware that they are responsible for:

- assessing risks (dynamic risk assessment) related to individual circumstances which may arise in the course of their day-to-day duties and
- making judgments about when the use of force is necessary and the degree of force which may be regarded as necessary to manage a situation.

Staff need to be aware that they are required to justify their decisions in writing through the recording and reporting procedures outlined later in this document.

When circumstances justify, staff **AS A LAST RESORT**, may:

- physically interpose between pupils
- block a pupil's path
- hold a pupil in a controlled manner
- use escorting techniques in a controlled manner
- in extreme circumstances, use more restrictive holds.

Staff's response to an incident should seek to employ a gradually increasing or decreasing level of force in response to the child/young person's behaviour as set out in the child's PBSP.

If possible, the use of restraint needs a second adult present to assist with and/or witness the incident. Staff must be aware of DFE recommendations as set out in the guidance document, and not hold pupils in such a way that they may be injured or prevented from breathing.

During any incident involving the use of force, staff are expected to continue to use all available verbal and non-verbal support and de-escalation strategies to defuse difficult situations.

Any use of force must be necessary, proportionate and reasonable in the circumstances. Staff must always use the least restrictive option available and for the shortest duration required to maintain safety.

7. Reasonable Force

There is no legal definition of 'reasonable force'. It will always depend upon the circumstances of each individual case.

THE USE OF ANY DEGREE OF FORCE IS UNLAWFUL IF THE PARTICULAR CIRCUMSTANCES DO NOT WARRANT THE USE OF PHYSICAL FORCE.

The degree of force employed must be in proportion to the circumstances of the incident and must be the minimum needed to achieve the desired result.

Whether the degree of force used is reasonable will also be determined by the child's age; gender; stature; medical history; level of physical, emotional and intellectual development; special needs; and social context.

8. Definitions of Positive Handling

Positive behaviour support at Manston Primary describes a broad spectrum of risk reduction strategies. This includes proactive planning, environmental adjustments, staff deployment, de-escalation, and the use of individual Positive Behaviour Support Plans (PBSPs). These plans are based on individual risk assessments and identify preventative strategies as well as how a pupil may be supported safely in a crisis.

- *Restrictive Intervention*: Any action that restricts a pupil's movement, liberty or freedom to act independently.
- *Reasonable Force*: The use of force that is proportionate, necessary and reasonable in the circumstances.
- *Restraint*: Direct physical contact intended to prevent, restrict or subdue movement.
- *Immobilisation*: Restricting a pupil's movement so they cannot move freely.
- *Seclusion*: The supervised or unsupervised confinement of a pupil where they are prevented from leaving, including where an adult is present.

All staff will use preventative and de-escalation strategies in line with training. Restrictive interventions will only be used as a last resort.

8.1 A **planned intervention** is one that is described/outlined in the pupil's PBSP. This should cover most interventions, as possible scenarios will be identified and planned for when the PBSP is drawn up. These interventions may include the use of Team Teach physical intervention techniques.

"Team-Teach techniques seek to avoid injury to the service user, but it is possible that bruising or scratching may occur accidentally, and these are not to be seen necessarily as a failure of professional technique, but a regrettable and infrequent "side-effect" of ensuring that the service user remains safe".

(George Matthews – Director Team Teach)

8.2 An **emergency physical intervention** may be necessary if a situation arises that was not foreseen or is uncharacteristic of the pupil. Members of staff retain their Duty of Care to pupils and any response, even in an emergency, must be proportionate to the circumstances. Staff should use the minimum force necessary to prevent injury and maintain safety, consistent with the training that they have received. Following any such incident, a PBSP will be devised (or the existing plan updated) to support effective responses to any such situations which may arise in the future.

9. Positive behaviour support plans (PBSPs)

All pupils that need or may need care and control at Manston Primary Leeds School will have a Positive Behaviour Plan (PBSP). These plans will be drawn up by key staff who work with the student and will be shared with parents/carers. These plans may also be shared with other agencies/services supporting the child to facilitate consistency of approach so far as is possible.

The Positive Behaviour Plan will identify the key drivers and trigger points for a child's behaviour and a gradual and graded system of staff response which may include the application of gradually increasing or decreasing levels of force in response to the child/young person's behaviour. The purpose of a PBSP is to provide all staff with the necessary information to deal with behaviour effectively and consistently, avoiding the need for any physical intervention. The plans do need to cover this however, in the event that all else has failed.

Any techniques used will take account of a young person's;

- age;
- gender;
- level of physical, emotional and intellectual development;
- special needs;
- social context.

10. Personal Safety

There may be times when a member of staff may need to defend themselves from a physical assault or 'break away' from a child who has taken hold of them. It is acknowledged that with some disengagement techniques pupils may encounter some minimal discomfort when appropriate release techniques are used. However, this is very brief, transient and poses less of a risk than the behaviour they are employed in response to, e.g. biting.

All staff will be given input on key skills and principles regarding personal safety and self-defence, as part of their ongoing Team Teach training.

11. Seclusion, time out and withdrawal

11.1 Seclusion:

Seclusion is defined as the confinement of a pupil where they are prevented from leaving, whether supervised or unsupervised.

Seclusion will only be used where there is an immediate risk of harm to the pupil or others, and where no less restrictive option is available. It must always be used as a last resort, for the shortest time possible, and in the best interests of the pupil.

Seclusion must never be used as a punishment, threat, or as part of routine behaviour management.

Any use of seclusion must be proportionate, reasonable and necessary in the circumstances.

At Manston Primary, seclusion may involve the use of a de-escalation room as part of a structured and risk-assessed approach to supporting pupils in crisis. This will only be used where it forms part of an individual plan and where staff have considered all alternative strategies.

Any pupil placed in a de-escalation room must be continuously monitored by a member of staff at all times. The pupil's safety, wellbeing and dignity must remain the priority throughout.

The use of seclusion must be:

- clearly justified
- time-limited
- subject to ongoing dynamic risk assessment
- ended as soon as it is safe to do so

All incidents of seclusion must be formally recorded on CPOMS and reported in line with statutory requirements.

Where seclusion occurs and the pupil is not directly accompanied by an adult within the space, this must be reported to the Local Authority.

Following any incident involving seclusion:

- the incident will be reviewed by senior leaders
- parents/carers must be informed in writing as soon as reasonably practicable. Where appropriate, this may be supported initially by a telephone call or face-to-face discussion.
- the pupil's PBSP and risk assessment must be reviewed and updated where necessary

11.2 Time out: This involves restricting a child's access to positive reinforcements as part of the PBSP, in a room or area which they may freely leave. It is a specific behaviour management technique and does not necessarily literally mean time spent out of the class/group, but rather refers to a withdrawal of attention and/or things they find rewarding (it could be as simple as turning away from a child who is attention seeking, or positioning

a child away from the class/group). This withdrawal of attention could also be achieved by sending a pupil to another class/group or a quiet area.

11.3 Withdrawal: which involves removing the child from a situation which causes anxiety or distress to a location where they can be continuously observed and supported until they are ready to resume their usual activities. This can mean removing a child from the class/group to allow them time to calm down or to prevent a situation from escalating. They may need time away from staff and pupils (either on their own or in another class/group) in order to break the cycle/pattern of their behaviour or to reduce their level of anxiety/distress. This “quiet time” could be time in the playground, a quiet room, or sitting in an office supervised by a member of the leadership team.

In some cases, pupils may be allowed to withdraw themselves to a pre-agreed area to calm down. This can be an appropriate strategy in supporting a student to manage their own behaviour. In these cases, this strategy should be included in the pupils IBP which should also identify how pupils will be supervised in these situations.

12. Restrictive Physical Interventions and Risk Assessment

Both challenging behaviour and RPIs will involve a risk – to both staff and pupils. A risk assessment aims to balance these risks. The aim of the individual pupil’s PBSP and of this policy is to reduce the risks associated with pupils’ challenging behaviour as far as is reasonably practicable – the risks that are associated with the behaviour itself and the risk of managing that behaviour. The risks of employing an intervention should be lower than the risks of not doing so.

Pupils whose challenging behaviour may pose a risk to staff or pupils will have a Positive Behaviour Plan drawn up as a result of this, which will identify specific risks and measures that can mitigate those risks. These will be shared with all staff and by stored where all staff can access them.

All staff authorised to use physical intervention with pupils receive training in Team-Teach techniques and receive information about the risk to pupils of positional asphyxia. There are very clear protocols delivered during training to minimise the possibility of this and to ensure that appropriate safeguards are implemented.

Due to the extremely challenging nature of the behaviour of a very few pupils in the school, these pupils may have Team-Teach Ground Recovery Holds written into their PBSPs. These are Advanced techniques and carry elevated levels of risk. As a result, these are only considered as a possibility if a comprehensive risk assessment indicates that there is a foreseeable risk of serious injury due to a pupil’s behaviour if their behaviour cannot be controlled in any other way. There are very clear and strict safeguards for these circumstances and a multi-disciplinary meeting would be called prior to a ground hold being advised for a pupil. These techniques would not be part of a planned response without consultation with parents/carers.

Higher-risk or two-person techniques will only be used by appropriately trained staff and where clearly identified within an individual risk assessment. Staff who may need to use these advanced techniques will receive additional training.

13. Responsibility of Staff

The Act authorises all staff at the school to use reasonable force to control or restrain pupils. The Headteacher will ensure that all staff are aware of, and understand, what the authorisation entails.

Where a pupil is recognised as likely to behave in ways which may require physical control, staff should initiate the production of an Individual Pupil Risk Assessment and Personal Handling Plan. This plan will be drawn up in conjunction with Senior Leaders and shared with all pertinent staff at the school. The plan will also be made available and discussed with the child (where appropriate), their parent(s), carer(s), families and other relevant stakeholders.

Pupils' PBSPs are Safe Systems of Work under Health and Safety Regulations. As such it is imperative that these plans are followed and implemented by all members of staff.

Any force used must be appropriate in the sense that a "reasonable adult" should think it suitably addresses the tariff level of challenging behaviour. It should always be the last resort and in no circumstances be used in anger and/or to inflict pain.

Adults must avoid putting themselves into physical danger. If self-defence is necessary, then the minimum force must be used.

Under the Health and Safety at Work Act, employees have a responsibility to report any circumstances which give rise to an increased risk to their Health and Safety. Staff who have, or acquire, permanently or temporarily, any medical condition that may impact on their ability to carry out pupils' PBSPs have a duty to report these to the Head immediately, as there may be an impact on their own safety and that of colleagues and/or pupils.

14. Training Issues

Training on managing behaviour at some level will be available for **all** staff at Manston Primary. For most staff this is enhanced by Team Teach training in the use of restrictive intervention and de-escalation approaches, and it is the responsibility of the Headteacher to ensure this training is kept up to date through regular refresher training. No member of staff will be expected to use Team-Teach techniques without appropriate training. Arrangements for training will be made clear as part of the induction of staff and training will be provided as part of on-going staff development.

The Manston Primary School is committed to using Team-Teach. Team-Teach Ltd is a training provider that is accredited through the British Institute of Learning Difficulties (BILD) and adheres to their Code of Practice on physical intervention.

15. Action and support after an incident

It is essential to 'debrief' as soon as possible after the incident (child/young person and staff member(s) involved), however all persons involved will require a short period of time to allow heightened emotions to dissipate before engaging in this process.

Training has been given to all staff on debrief procedures and systems. At Manston Primary School we will endeavour to follow this procedure.

- ISOLATE – we will ensure the person is somewhere quiet and calm;
- EXPLORE – we will allow the person to tell us what has happened first;
- SHARE – we will then give our (or other's) perspective of a situation;
- CONNECT – through careful questioning, we will connect the behaviour to the drivers, ie, we will seek to discover not just *what* happened, but *why* it happened;
- ALTERNATIVES – we will explore alternative ways that a situation could have been dealt with;
- PLAN – we will ensure that plans are put in place (or reviewed if a PBSP already exists) to help us deal with any future incidents;
- ENTER (RE) – we will consider the emotional wellbeing of the person and how best to re-engage them back to their normal working environment.

It is essential that when RPI has been used that restorative practice is used to address the incident. This approach should focus upon:

- What happened?
- Who has been harmed? How?
- What needs to be done to repair the harm?

This approach puts the “victim” at the heart of the conversation and address their needs; it ensures that relationships between staff and pupils are maintained; it means that every incident provides an opportunity to learn and improve behaviour and is more likely to prevent incidents happening again.

The Head will ensure that each incident is reviewed and investigated further as required. If further action is required in relation to a member of staff or a pupil, this will be pursued through the appropriate procedure:

- Review of Individual Pupil Risk Assessment
- Review of Individual Behaviour Plan (IBP) and/or PBSP
- Child Protection Procedure (this may involve investigations by Police and/or Social Services) in line with LSCB guidelines
- Staff or Pupil Disciplinary Procedure
- School Behaviour Policy
- Exclusions Procedure in the case of violence or assault against a member of staff

The member of staff will be kept informed of any action taken.

In the case of any action concerning a member of staff, he/she will be advised to seek advice from his/her professional association/union.

16. Recording and Reporting of Incidents

If a restrictive intervention is used on a pupil, the Headteacher must be notified as soon as possible and within 24 hours.

All incidents involving the use of reasonable force, restraint, immobilisation or seclusion must be formally recorded. The name of the pupil will be recorded on CPOMS, along with the time, circumstances, staff involved, any witnesses, details of any injury sustained and the pupil's response.

Appropriate documentation will be completed as soon as possible after the incident, and within 24 hours, normally prior to staff going off duty. Records must be signed by all staff involved and reviewed by the Headteacher.

Parents/carers must be informed in writing as soon as reasonably practicable following any incident involving restrictive intervention. Where appropriate, this may be supported by a telephone call or face-to-face discussion initially.

17. Monitoring incidents

Whenever a member of staff has occasion to use reasonable force, this will always be recorded and documented following agreed procedures. This is the use of the LCC model forms for RPI which will be completed and uploaded to CPOMS following the incident. Monitoring of incidents will help to ensure that staff are following the correct procedures and will alert the Head to the needs of any pupil(s) whose behaviour may require the use of reasonable force.

Monitoring of incidents will take place on a regular basis. Senior leaders and governors will review patterns and frequency of restrictive interventions to support reduction over time, identify training needs and ensure compliance with statutory duties.

18. Staff from the Local Authority and other agencies working within the school

Support Services will have their own policies for care and control of pupils. When working within school it is the Head's responsibility to ensure that colleagues from any support service are aware of school policy and practice.

19. Involvement of children, parent(s)/carer(s), families and other relevant stakeholders

As stated throughout this policy, children, their parent(s)/carer(s), families and other relevant stakeholders will be involved at every stage when planning and implementing care and control protocols at Manston Primary.

They will be invited to take part in;

- the PBSP processes
- reviewing progress and the effectiveness of any plans put in place
- any reviews or changes that need to be made to PBSPs

Parent(s)/carer(s), families and other relevant stakeholders will be informed in writing as soon as reasonably practicable where there has been a need to use restrictive intervention or seclusion. Where appropriate, this may be supported by a telephone call or face-to-face discussion.

20. Complaints

In the event of a complaint, the normal procedures of the School will be used and these will be made clear to all parent(s)/carer(s). It is possible that a dispute over the use of force by a member of staff could lead to an investigation, either under disciplinary procedures or by the Police and Social Services. DFEE Circular 10/95: Protecting Children from Abuse gives specific guidelines about this and about procedures for dealing with allegations against teachers.

Whenever there is a complaint or allegation about a member of staff that relates to a child, the person responsible for investigation should in all circumstances undertake a consultation with the Local Authority Designated Officer (LADO) as a minimum contact this will be reported in line with the Child Protection Policy and Appendix 13 referral form.

If a parent/carers wishes to speak to an adviser from the Local Authority about the use of force by a member of staff, the telephone number for the School's Health, Safety and Wellbeing Team is Leeds 0113 2475800.

If parents have any general queries, Leeds Parent Partnership Service offer confidential impartial advice and information around children's Special Educational Needs please contact them on Helpline 0113 3951200.

21. Whistle Blowing

Whilst the training in Team-Teach provided to all staff, encourages the use of help protocols and reflective practice, it is acknowledged that under some circumstances, physical intervention can be misapplied. Staff are reminded that part of their Duty of Care to pupils includes the requirement to report any such matters which cause them concern in relation to pupil management and welfare. Any such concerns should be raised with the Head or another Senior Manager or with the Chair of Governors in line with the School Whistle Blowing Policy.

22. Review of this Policy

This policy will be reviewed bi-annually, with the next review due in June 2028. If national or local authority guidance changes in the interim, the policy will be updated as required.