

## Path4 Positive Handling

Date agreed	11 <sup>th</sup> August 2025
Review Date	11 <sup>th</sup> August 2026
Approved by	Moinul Islam MBE (Head of Centre)

### School Use of Force Policy

#### 1. Purpose

The purpose of this policy is to establish guidelines for the appropriate and lawful use of force by staff at Path4, to ensure the safety and security of students, staff, and visitors. This policy is designed to balance the need for safety with the rights of all individuals within the school environment.

#### 2. Scope

This policy applies to all school employees, including teachers, administrators, security personnel, and other staff members who may be required to use force in the course of their duties.

#### 3. Definitions

- **Use of Force:** Any physical intervention by school staff to restrain, control, or protect individuals from harm.
- **Reasonable Force:** The minimum level of force necessary to protect oneself or others from imminent harm or to maintain order.
- **Deadly Force:** Force that is likely to cause serious bodily harm or death.

#### 4. General Principles

- **Respect and Dignity:** All students and staff are to be treated with respect and dignity. The use of force should be a last resort and should be used only when necessary.
- **Proportionality:** Any use of force must be proportional to the threat posed. The level of force should not exceed what is necessary to control the situation.

- **De-escalation:** Staff should attempt to de-escalate situations using verbal communication and non-physical interventions before resorting to force.

## **5. Guidelines for Use of Force**

- **Authorized Situations:** Use of force may be justified in the following situations:
  - To protect oneself or others from physical harm.
  - To prevent or interrupt the act of a crime.
  - To prevent a student from engaging in behaviour that poses a significant risk to themselves or others.
  - To maintain or restore order when a student is significantly disrupting the educational process.
- **Prohibited Uses of Force:**
  - Use of force as a means of discipline or punishment.
  - Use of force that is excessive or beyond what is necessary to control the situation.
  - Use of force that is intended to inflict pain, humiliation, or unnecessary discomfort.
- **Special Considerations:**
  - Staff should consider the age, size, and developmental level of the student when determining the appropriate use of force.
  - Force should be used in a manner that minimizes the risk of injury to all parties involved.

## **6. Reporting and Documentation**

- **Immediate Reporting:** Any use of force incident must be reported to the school Leadership Team immediately.
- **Written Report:** A written report detailing the incident, including the justification for the use of force, the level of force used, and the outcome, must be submitted on CPOMS within 24 hours.
- **Parental Notification:** Parents or guardians of the student(s) involved in the incident must be notified as soon as possible after the event.

## **7. Training**

- **Staff Training:** All staff members who may be required to use force as part of their duties will receive training on this policy, including techniques for de-escalation and appropriate use of force.
- **Annual Review:** Staff will participate in annual refresher training to ensure continued understanding and compliance with this policy.



## 8. Review and Accountability

- **Incident Review:** All use of force incidents will be reviewed by school Senior Leadership Team to ensure compliance with this policy and to identify any areas for improvement.
- **Policy Review:** This policy will be reviewed annually or as necessary to ensure it remains current with best practices and legal requirements.
- **Disciplinary Action:** Staff members found to have violated this policy may be subject to disciplinary action, up to and including termination.

## 9. Legal Considerations

- **Compliance with Law:** This policy complies with all relevant local, state, and federal laws regarding the use of force in schools.
- **Legal Protection:** Staff who follow this policy and act within the scope of their duties are afforded legal protections under applicable laws.

## 10. Conclusion

The use of force in a school setting is a serious matter and should always be approached with caution, respect, and the utmost concern for the well-being of all individuals involved. This policy is intended to guide school staff in making responsible decisions that prioritize safety and respect for human rights.