

# **Glamorgan School**

## **Behaviour Management and Physical Restraint Policy**

### **Rationale:**

All children and staff are entitled to a safe, positive environment where they are kept safe from harm and treated with dignity. This is best achieved by the implementation of a consistent school wide Behaviour Management system.

Physical restraint is using force to prevent, restrict or subdue the movement of a student's body or part of the student's body and is a serious intervention.

Education (Physical Restraint) Rules 2023 came into effect 7 February 2023 along with the Guide to understanding distress and minimizing the use of physical restraint. All staff will follow the Rules and guidelines.

### **Purposes:**

1. To actively encourage student behaviours that engender respect for one another and all others.
2. For students to take responsibility for their own behaviour by accepting consequences of their own actions.
3. To involve parents/caregivers, as much as is practicable, in the behaviour programmes within the school.
4. To provide appropriate support structures to assist teachers in dealing with identified behaviour problems.
5. To develop a shared understanding at staff, parent and student levels of the behaviour management system to ensure consistency.
6. To provide guidance around the use of physical restraint.

### **Guidelines:**

1. Social skills are actively promoted within the school with the expectation that children tolerate difference, respect others rights, and accept that compromise is necessary to create a positive school environment. Steps To Success provides a framework to develop these skills.
2. Together teachers and children will ensure that each individual's rights and responsibilities are clear to everyone.
3. Adults are expected to role model appropriate social behaviour while on the school grounds or present at any associated school activities.
4. Children will be rewarded and acknowledged in a variety of ways for good aspects of behaviour and learning.
5. In the first instance, each teacher is responsible for endeavouring to resolve problems of behaviour within their own classroom.
6. The school has procedures in place to support staff when managing behaviour issues.
7. No school personnel will use corporal punishment.
8. Other agencies, e.g. Ministry of Education Learning Support and Resource Teachers of Learning and Behaviour (RTLB), may be called upon to assist both the school and parents/caregivers.
9. For more serious behaviour situations, the Principal will refer to the current Ministry of Education guidelines on Stand-downs and Suspensions.

10. The use of physical restraint is limited to teachers or authorised staff members only.
11. The authorisation of staff members who are not teachers will follow the process in Rule 5 of the Education (Physical Restraint) Rules 2023.
12. The use of physical restraint by teachers or authorised staff is limited to where:
  - the use of physical restraint is necessary to prevent imminent harm to the student or another person
  - there is a reasonable belief that there is no other option available in the circumstances to prevent harm, and
  - the physical restraint used is reasonable and proportionate to the circumstances.
13. Any incident of physical restraint will be notified to parents or caregivers and reported to the Board.
14. Parents or caregivers will be consulted and give written informed consent if physical restraint is to be an element in a student's Individual Behaviour Plan.
15. Every incident of physical restraint will be reported to the Ministry of Education.
16. Teachers and staff who are authorised to physically restrain students will receive suitable training and support.
17. The school will follow the Education (Physical Restraint) Rules 2023 and use the systems and templates outlined in the Ministry of Education physical restraint guide to record, notify, monitor and report the use of physical restraint.
18. Complainants with concerns regarding the use of physical restraint will need to follow the school's Concerns and Complaints Policy in the first instance.
19. Should a complaint (having followed the prescribed procedure) be escalated to the board, the board will contact the school's insurer and NZSTA Employment Advisory Team.

Signed:

A handwritten signature in black ink, consisting of a vertical line on the left, a small loop, and a large, sweeping oval shape.

Date: 6<sup>th</sup> April 2023

Review Date: 17<sup>th</sup> May 2023

Future review: February 2025