**Reasonable Force Policy**

This policy outlines the use of reasonable force within CrossFit Shropshire Alternative Provision to ensure the safety of students, staff, and visitors. Our approach prioritizes de-escalation techniques and positive behaviour support strategies.

Staff are not trained to use physical holds, and reasonable force will only be used as a last resort when all other interventions have failed. All incidents of reasonable force will be reported directly to the school on the day of incident.

**Legal Framework**
This policy aligns with the guidance set out in the Education Act 1996 and the Department for Education’s (DfE) guidance on the use of reasonable force in schools. Reasonable force may be used to prevent:

* Imminent harm to a student, staff member, or others.
* Serious damage to property.
* A student who is in the progress of committing a crime

**Definition of Reasonable Force**
Reasonable force refers to the minimum level of force necessary to prevent harm or serious disruption. It must be:

* Proportionate to the situation.
* Used only for as long as necessary.
* Applied with the intent to reduce harm, not to punish or control.

**De-Escalation Strategies**
Before any physical intervention, staff will use de-escalation techniques, including:

* Verbal reassurance and clear instructions.
* Providing time and space for students to self-regulate.
* Using distraction and redirection strategies.
* Seeking assistance from senior staff or external support where necessary.

**When Reasonable Force May Be Used**
Reasonable force will only be considered in situations where there is an immediate risk of harm that cannot be managed through de-escalation. Examples include:

* Preventing a student from leaving the premises in a situation that could endanger their safety.
* Stopping a physical altercation where one or more individuals are at risk.
* Preventing a student from causing serious damage to property that may lead to injury.

**Recording and Reporting**
All incidents involving the use of reasonable force must be recorded and reported to the commissioning school. The report should include:

* The events leading up to the intervention.
* The actions taken before force was used.
* The type of force applied and its duration.
* The outcome and any follow-up actions.
Parents/carers must be informed of any incident involving reasonable force as soon as possible.

**Staff Training and Support**
While staff are not trained in physical restraint techniques, they will receive ongoing professional development in:

* Conflict resolution and de-escalation strategies.
* Trauma-informed and restorative approaches to behaviour management.
* Safeguarding and child protection procedures.

**Monitoring and Review**
The use of reasonable force will be reviewed regularly by the Education and Gym Lead to ensure it remains in line with best practices and legal requirements. This policy will be reviewed annually or in response to legislative changes.

**Date: 01.09.24**

**Date of Review: 01.09.25**