

Bader Intermediate Physical Restraint Policy

Rationale

Bader Intermediate School acknowledges that from time-to-time serious situations can arise where a student is at risk of imminent harm to themselves or others. School staff require safe ways to potentially manage unsafe and dangerous situations.

Purpose

- To protect the safety and well-being of all staff and students
- To provide staff with guidelines and supports for de-escalating serious and / or harmful situations
- To provide guidelines for the use of physical restraint when it is seen as a last resort
- To maintain a record of any incidents of physical restraint and provide for debriefing of these incidents
- To provide and maintain a clear pathway for any complaints
- To monitor the emotional impact of any such event on staff and students

School Policies

Every Board must have a policy on reducing student distress and the use of physical restraint that has regard to the guidelines issued by the Secretary for Education under section 101 of the Act, including a process for managing complaints. (2) Every Board must take reasonable steps to ensure that parents and caregivers, students, school staff and the school community know about the school's policies on reducing student distress and the use of physical restraint.

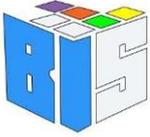
The Bader Intermediate Board are in complete support with the new guidelines and policies. Our intent is to uphold new legislation, and to protect our students, staff and community. Please refer to the following procedures that are aligned to this policy, and to the guidelines provided through the Aramai He Tēkēkura document.

Authorisation of staff members who are not teachers

- An employer may authorise an employee, who is not a teacher, and who has been trained in accordance with Rule 12, to use physical restraint in accordance with section 99 of the Act.
- Every authorisation under sub-clause (1) must be in writing.
- The employer must give the employee a copy of the authorisation.
- The employer may, by written notice to the employee, revoke an authorisation at any time.

Reporting on the use of physical restraint

- Every employer must report every incident of physical restraint to the Ministry of Education, including the information in Appendix 1, using the online form, their Student Management System, or by completing and emailing the form attached to these Rules as Appendix 1.
- Every staff member who uses physical restraint must complete a staff physical restraint incident report. The employer must place a copy of the form in the student's file and provide a copy to the student's parents and/or caregivers.



Training and support for staff

Every employer must ensure:

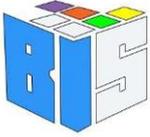
- from 7 February 2024, teachers and authorised staff members have completed the online module on the content of the Guidelines issued under section 101 of the Act;
- from 7 February 2025, teachers and authorised staff members are supported and trained in identifying stress triggers, understanding unmet needs and preventing, minimising and responding to student distress
- teachers that the employer identifies as having a high likelihood of needing to use physical restraint are trained in appropriate physical holds by accredited physical restraint practitioners
- every authorised staff member (who is not a teacher) has been trained in appropriate physical holds by accredited physical restraint practitioners prior to their authorisation.

Presiding Member: Si'iva Stanley-Schuster

Approved date: 30/3/2023

Sign:

Review Date: 10/12/2026

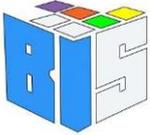


Bader Intermediate School

Post-incident Procedures and Reporting templates for physical restraint

Physical restraint incident report

Report completed by	Date of incident		Date of report	
Name of student				
Date of birth		Gender M <input type="checkbox"/> F <input type="checkbox"/>		
Ethnicity				
Time restraint started				
Time restraint ended				
Name/s of staff member/s administering restraint				
Trained in safe physical restraint?	Yes <input type="checkbox"/> No <input type="checkbox"/>			
Other staff /adults who witnessed				
Place where restraint occurred				
Classroom				
Corridor				
Assembly hall				
Outdoor area				
Toilet block				
Administration area				
Other (identify)				
Behaviour directed at				
Staff member – name				
Student – name				
Self – describe how they intended self-harm				



Property – describe potential injury to self or others	
Reason restraint was considered necessary	
Imminent danger, serious risk of injury – describe	
Actual injury – describe and attach injury form	

Reflection Responses

Events leading to the incident

Describe what was happening before the behaviour started to escalate. What was the student doing? What do you think might have triggered the behaviour? How were other students reacting to the student?

What did you notice about the student's behaviour that alerted you that they were struggling to cope? Think about the way they looked, for example facial expressions, physical signs, language.

Describe the alternative techniques and interventions tried to prevent the emergency, including a description of the de-escalation strategies you used. What was the response from the student?

Describe the nature of the physical restraint. Include the type of hold and number of people required.

Monitoring

Describe how the student's physical and emotional distress was monitored while they were restrained.

After the restraint ended

Describe the mood of the student following the restraint. What help and support were they offered?

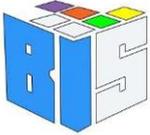
What could be done differently in the future to prevent the need for restraint?

How are you feeling and what support do you need?

Signature of person who applied the restraint Signatures of any staff witness

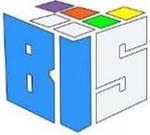
Debriefing form for staff involved in physical restraint incident





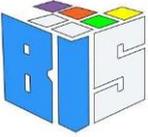
Date of incident		
Date of debriefing	Time of debriefing	
Names of the people at the debriefing		
Findings of debriefing		
Next steps/actions		
Principal or Principal'	delegate signature	

Physical restraint debriefing form – parents or caregivers, student



Date of incident		
Date of debriefing	Time of debriefing	
Names of the people at the debriefing		
Findings of debriefing		
Parent or caregiver – comments and suggestions		
Student – comments and suggestions		
Next steps/actions agreed		
Signatures		
Principal or Principal's delegate:		
Parents or caregivers:		
Student:		

Notice of Physical Restraint Authorisation



The Bader Intermediate School Board of Trustees authorises the below named non-teaching staff member to apply physical restraint in accordance within the NAG 5 Policy: Physical Restraint, and associated guidelines and procedures.

Name:	
Role:	
Conditions attached to this authorisation	
<p>Declaration</p> <p>I _____ confirm that:</p> <ul style="list-style-type: none"> • The Principal (or delegated authority) has shared and explained the Physical Restraint Policy, guidelines and procedures with me • I understand the policy, guidelines and procedures, and agree to adhere to them should I become involved in an incident requiring me to use physical restraint <p>Signed: _____ Date: _____</p>	
<p>Signed on behalf of BOT:</p>	<p>_____ Presiding Member Date: _____</p> <p>_____ Principal (or delegated authority) Date: _____</p>