



BOARD OF KAVANAGH COLLEGE

POLICY: MANAGING CHALLENGING BEHAVIOUR AND PHYSICAL RESTRAINT

NAG 5

Purpose

To minimise the effect of challenging behaviour, the Board of Kavanagh College shall ensure that effective procedures are in place around the management of student behaviour and the use of physical restraint. Discipline will be fair, firm, consistent, predictable and restorative with the Gospel values of compassion, forgiveness and respect for the individual underpinning all decision making.

Definitions

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

Seclusion of students is defined as placing a child or student in a room involuntarily, alone and from which they cannot (or believe they cannot) freely exit.

Policy Objectives

- The College values of respect, service, justice and truth form the basis of all behavioural expectations which are made known to all members of the school community.
- Boardh students and their parents/caregivers/whānau will be made aware of the expected standards of behaviour through assemblies, newsletters, individual communication where necessary, with parents and caregivers and will be demonstrated by staff via their relationships with students.
- The College values will be reflected in all behaviour management/disciplinary related decision making.
- The behavioural management system will reflect the Board's concern for pastoral care and natural justice.
- The principles of Restorative Justice practices may be adopted to resolve issues. However, the Principal, (or delegated nominee), must ensure the processes used for considering cases of serious misconduct, i.e. where consideration is to be given for a formal Stand-down and Suspension also meet the legal requirements.
- All staff will receive training to ensure they understand the Ministry of Education guidelines for registered schools in New Zealand on the use of physical restraint and to undertake appropriate professional development.

- To ensure that parents or caregivers involved are notified of any incident of physical restraint and that it is reported to the Ministry of Education. The Board will ensure that parents or caregivers are notified if physical restraint is an element in a student's individual behaviour plan.
- Complainants with concerns regarding the use of physical restraint must follow the school's prescribed concerns and complaints procedure.

Delegations

The Board delegates to the Principal:

- Responsibility for ensuring that quality staff training and support is provided.
- The reporting of incidents of physical restraint to parents, caregivers and the Ministry of Education.
- The responsibility of notifying a student's parents or caregivers if an element of physical restraint is in a student's individual behaviour plan.

Expectations and Limitations

- Staff will participate in ongoing professional development in prevention and de-escalation strategies used to limit the need to physically restrain a student.
- Use of physical restraint is limited to teachers or authorised staff members and only where:
 - there are reasonable grounds to believe that there is a serious and imminent risk to the safety of a student or of any other person. physical restraint is necessary to prevent imminent harm (including significant emotional harm) to the student or another person
 - it is believed that there is no other option available in the circumstances to prevent the harm
 - the restraint used is reasonable and proportionate in the circumstances.
 - authorised staff are employees authorised by their employer (the Board of Kavanagh College) to use physical restraint.
 - teachers and staff members who are authorised to physically restrain students shall receive suitable training and support.
 - seclusion of students is prohibited.

Monitoring and Reporting

- Instances, matters or risks in relation to this policy shall form part of the Principal's report to every Board meeting, taking care that individual students cannot be identified.
- The Board shall monitor the use of physical restraint, looking for trends and any action that could be taken at governance level to support the reduction in such incidents.

Ratified by Board:



Signed for Board

Date: 17 February 2021

Responsibility: Board of Kavanagh College
Reviewed: February 2021
Next review date: February 2024
Policy: NAG 5 Managing challenging behaviour and physical restraint

Associated legislation

[Education and Training Act 2020 1989](#)

[Education \(Physical Restraint\) Rules 2017](#)

[Health and Safety at Work Act 2015](#)