

Health and Safety Bulletin

02/2018

Training in safe physical interventions (Team-Teach) in Schools

Introduction

All staff in schools have a legal Duty of Care to pupils whilst on site, or off site on school business. Situations occur in all schools where staff have to execute their Duty of Care using physical contact and on some occasions, physical control of pupils, particularly where there is risk. As made clear in the DFE guidance document '**Use of reasonable force - Advice for headteachers, staff and governing bodies**', **July 2013**, staff who fail to execute their legal Duty of Care could be held to be negligent.

As a result of this legal Duty, in 1999, working in partnership with the teaching unions, the Council entered into a professional working relationship with Team-Teach to ensure that its legal responsibilities under Health and Safety law, were being fulfilled. The Team-Teach package was embedded in Council policy and protocols and it was decided that the Council (as the 'employer' at that time for all education settings) would provide the training directly. This was to ensure that the package could sit alongside and have input from the Integrated Safeguarding Unit (ISU) and the Leeds Safeguarding Children's Board (LSCB), to ensure that schools were consistent in approach and were receiving best practice training across the city. By providing the training directly, the Council can monitor its quality, use and effectiveness over time. Also, in the event of an allegation of inappropriate use of force against a setting or an individual, the Council is best placed to support.

This rationale and protocol **remains the same** for community and voluntary controlled settings within the city. The Council remains the 'employer' for these settings and they would be expected to undertake Team-Teach training delivered by the Council to ensure they are within the Council's policies and protocols. Schools outside of the Council's responsibility, i.e academies, Trust, VA, Diocese, free schools, etc, are able to request training from whoever they choose, however these schools will need to be aware that the LSCB Best Practice Guidance for Leeds Education Providers (attached) recommends Team-Teach for all school settings.

Schools booking other providers of this training may potentially put their staff and pupils at risk from training if it is not British Institute of Learning Difficulties (BILD) or the Institute of Conflict Management (ICM) recognised or accredited. They may also put themselves in a position where Leeds City Council may not support the school in the event of an injury occurring, or allegation being made in relation to the use of a physical intervention.

Actions

Community and VC schools - Please ensure that any training in this area is discussed with the School's Health, Safety and Wellbeing Team on Leeds 0113 3788298.

All schools - for your information and guidance - Please find attached the Leeds Safeguarding Children's Board guidance for all safeguarding related training.

Originator

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Circulation

All Headteachers