



Title	REDUCING STUDENT DISTRESS AND USE OF PHYSICAL RESTRAINT
Reference Number	C312
Section	Staff
Written By	Andrew Hope
Checked By	NPBHS Policy Committee
Approved By	NPBHS Board of Trustees
Issue Date	May 2023
Review Date	May 2026
Associated Policies	Health and Safety, Complaints - Staff Conduct and Discipline

Associated Procedures Managing Student Behaviour Manual

RATIONALE :

To provide a supportive and caring school environment where all students and staff are kept safe from harm and treated with dignity.

DEFINITIONS:

As defined in the Education and Training Act 2020:

- **Physical Restraint** is 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.
- **Harm** means harm to the health, safety, or well-being of the student or another person, including any significant emotional distress suffered by the student or other person.
- **Authorised Staff Member** means an employee of a registered school who is trained and authorised by the employer to use physical restraint in accordance with Section 99 of the Act.

PURPOSE :

Except as authorised under this policy, no staff member may use any form of physical restraint on our students.

The Headmaster, teachers, and Board of Trustees authorised staff members can only physically restrain a student as a last resort, where:

BE THE EXAMPLE

- 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 is reasonable and proportionate to the circumstances.

LEGISLATION:

[Education and Training Act 2020 \(Sections 99-101\)](#)

[Education \(Physical Restraint\) Rules 2023](#)

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

Supporting Documentation:

[The Ministry of Education's Physical Restraint Guidelines](#)

DELEGATIONS:

The Board of Trustees delegates to the Headmaster responsibility for:

- Developing and implementing procedures and practices to prevent, plan for, and respond to student distress that meet the requirements of the Education (Physical Restraint) Rules 2023 and its amendments ("the 2023 Rules"), and
- Recommending eligible non-teaching staff to the Board of Trustees for authorisation to use physical restraint according to requirements of the 2023 Rules.

Only the Board of Trustees can authorise non-teaching staff members to use physical restraint.

GUIDELINES:

All staff subject to this policy are trained to confidently apply prevention and de-escalation strategies, limiting the need to restrain a student physically according to the 2023 Rules and the relevant guidelines.

The Headmaster shall ensure:

- The implementation and compliance of this policy, including the completion of best practice training by all staff who are authorised to use physical restraint,
- Operational compliance with the Education and Training Act 2020 and the 2023 Rules
- All physical restraint incidents are immediately reported at the next Board of Trustees meeting
- The board is informed of all relevant information (risks, trends, and impacts), and
- All non-teaching staff who may use physical restraint on a student have been authorised by the Board of Trustees.

