



Positive Handling Policy

Introduction

The policy should be read in conjunction with other school policies relating to interactions between adults and pupils and also the school Behaviour Policy.

Purpose of policy

The policy has been prepared for the support of all teaching and support staff who come into contact with pupils and for volunteers working within the school to explain the school's arrangements for the care and control of pupils presenting very challenging behaviour. Its contents are available to parents and pupils. A statement about the school's Behaviour policy is made to parents in the school prospectus.

This statement includes information on the use of reasonable force to control or restrain pupils.

Rationale

Good personal and professional relationships between staff and pupils are vital in our school. It is recognised that the majority of pupils in our school respond positively to all staff. This ensures the well-being and safety of all pupils and staff in Hudson Road Primary School. It is also acknowledged that in exceptional circumstances, staff may need to take action in situations where the use of reasonable force may be required. Hudson Road Primary School acknowledges that physical techniques are only part of a whole setting approach to behaviour management.

Every effort will be made to ensure that all staff in school:

- clearly understand this policy and their responsibilities in the context of their duty of care for taking appropriate measures where reasonable force is necessary and
- are provided with appropriate training to deal with these difficult situations.

Underpinning values

Everyone attending or working in this school/provision has a right to:

- be treated with respect and dignity;
- learn and work in a safe environment;
- be protected from harm, violence, assault and acts of verbal abuse.

Pupils attending Hudson Road Primary School and their parents have a right to:

- individual consideration of pupil needs by the staff who have responsibility for their care and protection;
- expect staff to undertake their duties and responsibilities in accordance with the school's policies;
- be informed about school rules, relevant policies and the expected conduct of all pupils and

- staff working in school;
- be informed about the school's complaints procedure.

The school will ensure that pupils are given support to understand the need for and respond to clearly defined limits, which govern behaviour in the school.

Implications of the policy

The Education and Inspection Act 2006 stipulates that reasonable force may be used to prevent a pupil from doing, or continuing to do, any of the following:

- engaging in any behaviour prejudicial to maintaining good order and discipline at the school among any of its pupils, whether the behaviour occurs in a classroom during a teaching session or elsewhere within the school (this includes authorised out-of-school activities);
- self-injuring;
- causing injury to others;
- committing an offence;

Individual members of staff cannot be required to use physical restraint. However, teaching and non-teaching staff work in loco parentis and should always operate with an appropriate 'Duty of Care'; they could be liable for a claim of negligence if they fail to follow the guidance within this policy.

The application of any form of physical control places staff in a vulnerable situation. It can only be justified according to the circumstances described in this policy. Staff, therefore, have a responsibility to follow the policy and to seek alternative strategies wherever possible in order to prevent the need for physical intervention.

Reasonable force will only be used as a last resort when all other behaviour management strategies have failed or when pupils, staff or property are at risk.

The level of compliance from the pupil determines whether or not the interaction is an intervention or a control/restraint.

Pupils who are identified as likely to require positive handling as part of their Behaviour Plan will require an Individual Positive Handling Plan agreed with parents/carers which identifies the steps needed to keep the child and others safe.

Definitions

Reasonable force

No legal definition of reasonable force exists. However, for the purpose of this policy and the implementation of it in Hudson Road Primary School:

- Any form of positive handling uses the minimum degree of force necessary for the shortest period of time to prevent a pupil harming him/herself, others or property.
- The scale and nature of any physical intervention must be proportionate to both the behaviour of the individual to be controlled, and the nature of the harm they might cause.

Physical contact

There may be situations in which appropriate physical contact occurs between staff and pupils, e.g. in the care of pupils with learning disabilities; in games/PE; to comfort pupils.

Physical intervention

This may be used to divert a pupil from a destructive or disruptive action, e.g. guiding or leading a pupil by

the hand, arm or shoulder with little or no force.

Physical control/restraint

This will involve the use of reasonable force when there is an immediate risk to pupils, staff or property. It is important to note that the use of 'reasonable force' should be seen as a "last resort".

Authorised staff

In Hudson Road Primary School: all staff are authorised to use reasonable force within the context of The Education and Inspection Act 2006 – 'The use of reasonable force to control and restrain pupils'.

Training

At Hudson Road we use TeamTeach strategies and key senior staff have regular training in using TeamTeach.

It is the responsibility of the Headteacher to arrange suitable training and refresher courses for relevant staff members.

No member of staff will be expected to undertake the use of reasonable force without appropriate training. Arrangements will be made clear as part of the induction of staff and general behaviour management training will be provided as part of on-going staff development and this includes behaviour management strategies and 'de-escalation techniques' to prevent the need for physical handling

Using TeamTeach Strategies

At Hudson Road key senior staff are trained in the use of TeamTeach which involves using simple strategies to support young people at risk of harming themselves or others.

Any use of TeamTeach is always recorded and discussed with parents/carers.

Positive handling strategies such as physical intervention or control are only used as a last resort when all other possibilities have been explored and there are no other safe options.

Examples of situations where positive handling strategies may be needed include:

- A child in danger of hurting themselves or putting themselves in danger
- Physical aggression by a child against a member of staff or another child
- Children engaging in, or on the verge of, committing deliberate damage or vandalism to property
- A child causing, or at risk of causing injury or damage by accident, by rough play, or by misuse of dangerous materials or object, where other methods of intervention have not been successful.

TeamTeach "De-Briefing"

After any incident there is a "de-briefing" with a member of senior staff to reflect on the incident.

In addition:

- The child and the member of staff will be checked for any sign of injury after an incident. First aid will be administered to anyone who requires it, or medical treatment obtained.
- The child will be given time to become calm and be supported. When the child is completely calm, a discussion should take place to ascertain the reason for what has happened. The child will be given the opportunity to explain things from their point of view. In cases where it is not possible to speak to the child on the same day as the incident occurred, the debrief will take place as soon as possible.
- All necessary steps will be taken to re-establish the relationship between the child and the member of staff involved in the incident.
- Parents/Carers are always informed.

- The Headteacher will be informed at the earliest possible opportunity of any incidents where positive handling was used.

Details of any injuries suffered by either staff or pupils, including any medical treatment required, are always recorded.

It is acknowledged that while a minor injury (such as bruising) may be sustained by the child; this is not the result of mishandling, but rather of one force acting against another.

The school will report any injuries to pupils or staff in accordance with RIDDOR (HSE Regulations 1995)

Recording an incident

All incidents that result in interventions are recorded in detail on the Positive Handling proforma with a paper copy in the Positive Handling File and a copy on CPOMS. The record is shown to parents/carers and their comments added.

The record contains the following information:

- The name(s) of the member of staff involved
- The name of the child involved
- When and where the incident took place
- The reason that force was necessary, including the behaviour of the child leading up to the incident
- Any attempts to resolve the situation
- The degree of force used, how it was applied and for how long
- The pupil's response and the eventual outcome
- Details of any injuries suffered by either staff or children, including any medical treatment required (an accident form will be completed, where medical treatment is needed).
- Details of any damage to property

Review/Monitoring

Hudson Road Primary School acknowledges that physical techniques are only a part of a whole setting approach to behaviour management.

The governors ensure that:

- The behaviour policy is reviewed annually;
- Appropriate staff have up to date TeamTeach training
- Appropriate record keeping procedures are in place
- Incidents are monitored and reported to governors termly.

This policy can be reviewed at any time depending on changes in legislation but the next review will be October 2024.