

ALBOURNE C.E. PRIMARY SCHOOL

Positive Handling Policy

'On our learning journey together'



Article 19 of the UNCRC states that: Every child has the right to be protected from being hurt and mistreated

Purpose of the Policy

The purpose of this policy is to safeguard the wellbeing of pupils and staff when an incident regarding a pupil's behaviour requires the use of physical intervention.

This policy sets out a framework for the use of physical handling and it must be understood that this should be set within the school's overall Positive Behaviour Policy, SEND Policy and Safeguarding Children Child Protection Policy.

The designated Child Protection Officer is the Headteacher.

The policy on Positive Handling at Albourne School is based on non-statutory advice from the Department of Education. This relates to The Education and Inspections Act 2006.

All members of school staff have a legal power to use reasonable force. This power applies to any member of staff at the school and can also apply to people whom the Headteacher has temporarily put in charge of pupils, such as unpaid volunteers or parents accompanying pupils on a school organised visit.

However, only those adults who have completed the Team Teach Training will restrain pupils when an incident escalates; for descriptions of strategies trained staff may use see Team Teach Manual.

Positive handling will only be used in extreme circumstances when all other means of moderating a pupil's behaviour have been tried and failed.

There are occasions when the use of force is appropriate. The decision on whether or not to physically intervene is down to the professional judgement of the staff member concerned i.e. class teacher or member of SLT, or volunteer (see above), and should always depend on individual circumstances.

Positive handling is the positive application of force in order to protect / prevent a child from causing injury to him / herself or others or seriously damaging property or seriously disrupting other pupils' learning.

Injury means 'significant injury' and would include: actual or grievous bodily harm, physical or sexual abuse, risking the lives of, or injury to, themselves or others by wilful or reckless behaviour, self poisoning and absconding (placing themselves at risk of injury by leaving the premises).

When force is necessary, every effort must be made to use force in ways that maintain the safety and dignity of all concerned.

If the school is aware that a pupil is likely to behave in a way that may require physical restraint then a Risk Assessment for that individual must be put in place and shared with staff. An IBP may also be in place.

Staff, pupils and parents should be clear about when force may be used. Parents will be made aware that this IBP is in place and what specific action the school might need to take.

The school does not require parental consent to use force on a pupil and the school will never use force as a punishment.

During an Incident:

In any application of positive handling, the minimum reasonable force should be used.

Help should be summoned immediately and two adults (wherever possible) trained to implement the Team Teach method of Positive Handling will use their knowledge of de-escalation and holding skills to respond to the situation. This applies equally to situations where pupils are off-site but are subject to the authority of the school.

The pupil should be approached firmly and calmly. Where possible the adult should explain the consequences of refusing to stop the behaviour and making the right choice to the child.

If this fails then the trained adults may have to hold the pupil to ensure safety and acceptance, allowing for recovery and repair using hold strategies.

Staff will communicate with the pupil throughout the incident i.e. calm requests for desired behaviour.

It will be necessary to make a judgement about the safety of the other pupils and staff. They may have to be removed from the situation or the pupil may have to be removed to a quiet area.

It should be made clear that the physical contact or restraint will stop as soon as it ceases to be necessary. A calm and measured approach is needed and the adult must never give the impression that she / he is acting out of anger and frustration or is punishing a pupil.

Following an incident:

The Head Teacher will be informed.

An agreed debriefing procedure will take place to support the pupil and staff involved. The team teach staff will need some 'down time' away from the child before returning to the classroom with the child.

A written report should be kept on any occasion when positive handling is used. This can be kept in the pupil's file in the QR with a Risk Assessment and a copy given to the Head Teacher. The report should include notes from members of staff involved.

A formal record will be kept to include any injuries to staff or pupils (see appendix attached Serious Incident Record). The Head Teacher will keep this record.

Parents will be informed

Strategies to support pupil to be considered:

Reintegration back into class – planned and shared with all staff concerned.

Exclusion - external, internal

Sanctions – missing playtime etc. in line with Positive Behaviour Policy

Boxall Profile

Individual Risk Assessment, if not already in place

Explore triggers with class teacher and those involved, including the pupil, to avoid future incidents.

Discussion may take place with parents to share information and strategies.

Personal Behaviour Plan (PBP) – if behaviour is part of an ongoing pattern.

Personal Education Plan (PEP) CLA (Looked After Children)

Staff training in de-escalation strategies

Specific training in positive handling strategies

What happens if a pupil complains when force is used on them

All complaints will be thoroughly, speedily and appropriately investigated, in line with the school Complaints Policy .

Where a member of staff has acted within the law, this will provide a defence to any criminal prosecution or civil or public law action.

When a complaint is made the person making the complaint must prove that their allegations are true.

The member of staff will not automatically be suspended although if a member of staff is suspended the school should provide appropriate pastoral care and should ensure they have a named contact to give support.

What about other physical contact with pupils?

It is not illegal to touch a pupil. There are occasions when physical contact, other than reasonable force, with a pupil is proper and necessary, for example:-

- Holding a pupil's hand when walking around school or going to assembly etc.
- When comforting a distressed pupil
- When a pupil is congratulated or praised
- To demonstrate how to use a musical instrument
- To demonstrate exercises or techniques in PE
- To give first aid

Role of the Leadership Team:

The Head Teacher and SLT will:-

- monitor logged incidents.
- ensure that all staff have access to the policy
- ensure all staff have access to Risk Assessments in place for identified pupils.
- provide appropriate support for staff involved in the incident by listening, giving reassurance and guidance and some time out.
- ensure that staff have access to training and information about strategies to pre-empt and de-escalate a potential 'situation'.

Role of Governors:

The Chair of Governors will be informed and updated of serious incidents and consequences.

The Quality and Standards Committee will be informed of the logged incidents.

Equal Opportunities

The school understands that they have a duty to make reasonable adjustments to environments, policies and procedures so that physical disability does not unnecessarily restrict opportunities.

SLT, including the SENCo consider what reasonable adjustments they need to make to ensure pupils with SEND are included in activities and educational visits off site.

The Discrimination Act 2001 still applies when behaviour is the disability.

This policy should be read in conjunction with the:

SEND policy

Positive Behaviour policy

Safeguarding and Child Protection policy