



Positive Handling Policy

1. Policy Statement

At High Green Primary School, our approach to behaviour is rooted in our vision: “To become the best version of ourselves,” and our core values: ***Be Respectful, Be Responsible, Be Kind, Be Proud.***

Physical intervention is only ever used as a last resort and when it is necessary to keep pupils and staff safe. Any intervention must be reasonable, proportionate and in line with our duty of care.

Most staff are trained in physical intervention approaches, such as Team Teach; however, we recognise that in a rapidly evolving situation, any member of staff may need to intervene to prevent harm. A dynamic risk assessment may determine that immediate physical intervention is required — for example, preventing a child from running into a road — even if a staff member is not Team Teach trained.

All incidents of physical intervention are recorded, monitored, and used to support reflective practice, ensuring we continue to uphold a safe, respectful and nurturing environment for all.

2. Purpose of the Policy

This policy outlines how we ensure the safe, lawful and consistent use of physical intervention in line with statutory guidance, safeguarding expectations and our Behaviour & Relationships and Child Protection policies.

3. Preventative, Proactive Practice

Positive Handling sits within a whole-school, proactive and relational approach including Zones of Regulation, early identification of triggers, trauma-informed practice, and the use of The Nest for regulation and support.

4. Alternatives to Physical Intervention

Before physical intervention is considered, staff use de-escalation, regulation strategies, environmental adjustments, well-chosen words and support from colleagues.

5. When Physical Intervention May Be Used

Physical intervention may only be used to prevent harm to self or others, serious damage to property or to maintain safety. Any intervention must be the least restrictive option and for the shortest necessary time.

6. Positive Handling Plans & Risk Assessment

Pupils who present known risks will have a Positive Handling Plan and behaviour risk assessment, created with staff, parents and agencies where appropriate.

7. Staff Training

Relevant staff receive accredited Team Teach training with regular refreshers based on pupil need and level of risk.

8. Responding to Incidents & Post-Incident Support

After an incident, safety is prioritised, parents are informed, CPOMS records are completed and restorative conversations take place. Plans may be updated as needed.

9. Recording & Reporting

All physical interventions are recorded on CPOMS, monitored by the DSL and Headteacher and reviewed for patterns. Governors receive oversight through routine safeguarding and behaviour monitoring.

10. Complaints or Allegations

Complaints follow the school Complaints Procedure. Allegations are managed through Child Protection Policy or Low-Level Concerns procedures.

11. Monitoring & Review

This policy is reviewed annually by the Full Governing Body and following any change in statutory guidance.