

Positive Handling Policy

“Small School with a Big Heart”

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 used only as a last resort to keep pupils and staff safe. Any use of physical intervention must be reasonable, necessary and proportionate, and based on a dynamic risk assessment.

Most staff are trained in Team Teach, which provides a consistent, safe approach to positive handling. However, all staff have a duty of care and may use appropriate physical intervention when required to prevent harm, particularly where the risk of not acting would be greater.

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

Most staff at High Green Primary School receive accredited Team Teach training, with refresher training provided in line with pupil need and assessed risk.

Team Teach is one recognised approach to positive handling and supports staff in responding safely and consistently. However, training does not replace staff members' professional judgement or duty of care, and all staff may act to maintain safety when necessary.

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.