

Humberston Cloverfields Academy

Positive Handling Policy



Approved by:

C Patterson and K Nicholson

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Introduction

Staff at Humberston Cloverfields Primary Academy are highly trained to look after pupils in their care. Staff have a duty to intervene in order to prevent pupils from hurting themselves or others. If a member of staff ever needs to intervene physically they will follow this Positive Handling Policy.

Team Teach

Only staff trained in the pre-emptive and responsive positive handling strategy techniques of TEAM TEACH will use physical intervention techniques with children when necessary.

Details of the TEAM TEACH approach can be found on the TEAM TEACH website at www.team-teach.co.uk

Positive Handling

The school takes its duty of care to pupils, employees and visitors to the school seriously. Positive Handling includes a wide range of supportive strategies for managing challenging behaviour in order to keep the child and/or others safe. The term 'physical restraint' is used when force is used to overcome active resistance which puts a child and/or adult at risk.

There is no legal definition of when it is reasonable to use force but any circumstances take into account;

- The welfare and protection of the children in our care.
- The welfare and protection of the adults who look after them as well as other adults in the vicinity at the time. Section 93 of the Education and Inspections Act 2006 enables a school's staff to use such force as is reasonable.

Any staff member may need to physically intervene with a pupil who is endangering themselves or others, but accredited staff to take over as soon as possible. Most Cloverfields staff are trained in TEAM TEACH.

Steps to be taken before using any form of physical intervention

- Show care and concern by acknowledging unacceptable behaviour and requesting alternatives using negotiating and reasoning.
- Give clear directions for the pupil to stop and offer alternatives in terms of activity/environment
- Give calm and clear reassurance that the child can be helped and supported
- Remind the pupil about rules and likely outcomes
- Remove an audience or take the vulnerable pupil to a safe place
- Make the environment safer by moving furniture and objects which could be used as weapons
- Ensure that colleagues know what is happening and call for help
- Call for a member of SLT
- Call for a member of staff the child usually responds well to.

Restraint

At Cloverfields, we only use physical restraint when there is no alternative. Staff are expected to risk assess and choose the safest form of action. The paramount consideration is that this is taken in the interest of the child and that it reduces rather than increases risk. Any response to extreme behaviour should be reasonable and proportionate.

Physical restraint must only be in accordance with the following:

- The child is in immediate danger of harming him/herself or another person or in danger of seriously damaging property.
- Only the minimum force necessary to prevent injury or damage should be applied.
- Every effort should be made to secure the presence of other staff before applying restraint. These staff can act as assistants or witnesses.
- Once safe, restraint should be relaxed to allow the child to regain self-control.
- Restraint should be an act of care and control, not punishment.
- Physical restraint should never be used to force compliance with staff instructions when there is no immediate danger present to people and property.
- The restraint should be discussed with the child, if appropriate, and the parents at the earliest opportunity. In addition, whilst or before intervention, staff should speak calmly as a way of reassurance e.g. 'I am doing this to keep you safe'.

Responding to unforeseen emergencies

Even the best planning system cannot cover every eventuality and the school recognises that there are unforeseen or emergency situations in which staff have to think on their feet. An unforeseen event may require an emergency response but the principles of de-escalation from TEAM TEACH should always be applied in the first instance. After any such event, SLT will consider the need for a new risk assessment.

Risk Assessment

Risk assessments are required for pupils who exhibit extreme behaviour. Responsible staff should think ahead to anticipate what might go wrong. The following should be considered;

- Is there a Health and Safety risk related to this pupil's behaviour?
- Are any triggers identified? Were there any actions that the child responded well to?
- Are there further steps can we take to prevent dangerous behaviour from developing?
- Do we need a written plan as a result?

Positive Handling Plans for individual children may be necessary and should be considered along with the child's Educational Health Care Plan (EHCP) and any information relevant to the pupil. They should take account of age, sex, physical, emotional and intellectual development, special needs and social context.

Post Incident Debrief

Following a serious incident, support should be accessible to all involved, including witnesses. This is an opportunity for learning and time needs to be given for following up incidents so that pupils have an opportunity to express their feelings, suggest alternative courses of action for the future and appreciate other peoples' perspective. Generally a member of senior staff would expect to talk to staff and children involved (if appropriate) in any incidents involving violence. If members of staff need time to rest or compose themselves, then the Head of School will make arrangements for the class group to be supported

Recording

The child's carer/parent should always be informed following an incident where Positive Handling was necessary. All serious incidents or incidents involving Positive Handling and/or restraint will be recorded on the Trust format and added electronically to CPOMs or onto the school's behaviour log as appropriate.

Monitoring and Evaluation

The Executive Principal and the Head of School will ensure that each incident is reviewed and instigate further action as required.