

William de Yaxley CE Academy

Positive Handling and Reasonable Force Policy



Sept 2022- 2024

The Legal Framework

Positive handling should be limited to emergency situations and used only in the last resort. Under the Children Order 1995, it is only permissible as described under the heading "Physical Control". Article 4 of the Education Order 1998 clarifies powers that already exist in common law. It enables trained staff in the school, authorised by the Headteacher, to use such force as is reasonable in the circumstances, to prevent a pupil from:

- Committing an offence
- Causing personal injury to, or damage to the property of, any person (including the pupil himself)
- Engaging in any behaviour prejudicial to the maintenance of good order and discipline at the school or among its pupils, whether during a teaching session or otherwise.

(Examples of possible situations are given in Appendix 1)

Definition of Positive Handling at

William de Yaxley CE Academy (WDYA)

Positive handling is the positive application of force with the intention of protecting the child from harming himself or others or seriously damaging property.

General Policy Aims

Staff at WDYA recognise that the use of reasonable force is only one of the last in a range of strategies available to secure pupil safety / well-being and also to maintain good order and discipline. Our policy on positive handling should therefore be read in conjunction with our Behaviour and Child Protection policies.

Specific Aims of the Positive Handling Policy

- To protect every person in the school community from harm.
- To protect all pupils against any form of physical intervention which is unnecessary, inappropriate, excessive or harmful.
- To provide adequate information and training for staff so that they are clear as to what constitutes appropriate behaviour and to deal effectively with violent or potentially violent situations.

Why Use Positive Handling?

Positive handling should avert danger by preventing or deflecting a child's action or perhaps by removing a physical object, which could be used to harm him / herself or others. It is only likely to be needed if a child appears to be unable to exercise self-control of emotions and behaviour. It is not possible to define every circumstance in which positive handling would be necessary or appropriate and staff will have to exercise their own judgement in situations which arise within the above categories. Staff should always act within the School's policy on behaviour and discipline, and the DEMAT Code of Conduct particularly in dealing with disruptive behaviour. Staff should be aware that when they are in charge of children during the school day, or during other supervised activities, they are acting in loco parentis and should, therefore, take reasonable action to ensure pupils' safety and well-being. Failure to positively handle a pupil who is subsequently injured or injures another, could, in certain circumstances, lead to an accusation of negligence. At the same time staff are not expected to place themselves in situations where they are likely to suffer injury as a result of their intervention.

Alternative Strategies

There are some situations in which the need for positive handling is immediate and where there are no equally effective alternatives (e.g. if a pupil is about to run across a road). However, in many circumstances there are alternatives. These should always be used before any positive handling are

- the broken record in which an instruction is repeated until the pupil complies
- De-escalation techniques (for example de-escalation scripts used within Risk Management Plans)
- use of a distracter, such as a loud whistle, to interrupt the behaviour (such as a fight) long enough for other methods of verbal control to be effective
- withdrawal of attention (audience) e.g. if an action such as damage to property is threatened
- other techniques designed to defuse the situation, such as the avoidance of confrontation, or use of humour (in these cases the incident can be dealt with later when emotions are no longer running high)

- the employment of other sanctions consistent with the school's policy on behaviour.

Use of Positive Handling

Positive handling should be applied as an act of care and control with the intention of re-establishing verbal control as soon as possible and, at the same time, allowing the pupil to regain self-control. It should never take a form which could be seen as a punishment. Named staff are only authorised to use reasonable force in applying positive handling, although there is no absolute definition of this, as what constitutes reasonable force depends upon the particular situation and the pupil to whom it is being applied. However, as a general rule, only the force necessary to stop or prevent the behaviour should be used, in accordance with the guidelines below.

There are some forms of physical intervention, which may involve minimal physical contact, such as blocking a pupil's path or the staff member physically interposing him or herself between the pupil and another pupil or object. However, in some circumstances, direct physical contact may be necessary. In all circumstances other methods should be used if appropriate or effective positive handling should be a last resort.

When positive handling becomes necessary:

DO

- Tell the pupil what you are doing and why
- Use the minimum force necessary
- Involve another member of staff if possible
- Tell the pupil what s/he must do for you to remove the restraint (this may • need frequent repetition)
- Use simple and clear language
- Hold limbs above a major joint if possible e.g. above the elbow
- Relax your restraint in response to the pupil's compliance

DON'T

- Act in temper (involve another staff member if you fear loss of control)
- Involve yourself in a prolonged verbal exchange with the pupil
- Attempt to reason with the pupil
- Involve other pupils in the restraint
- Touch or hold the pupil in sexual areas
- Twist or force limbs back against a joint
- Hold the pupil in a way which will restrict blood flow or breathing e.g. around the neck

Actions After an Incident

Positive handling often occurs in response to highly charged emotional situations and there is a clear need for debriefing after the incident, both for the staff involved and the pupil. A member of the leadership team should be informed of any incident as soon as possible and will take responsibility for making the arrangements to debrief once the situation has stabilised.

An appropriate member of the teaching staff should always be involved in debriefing the pupil involved and any victims of the incident should be offered support, and their parents informed. If the behaviour is part of an ongoing pattern it may be necessary to address the situation through the

development of a behavioural risk assessment plan, which may include a specific and required pastoral management programme, or other strategies. It is also helpful to consider the circumstances precipitating the incident to explore ways in which future incidents can be avoided. All incidents should be recorded immediately on the school's incident report form (Appendix 1).

All sections of this report should be completed so that in the event of any future complaint a full record is available. A member of the leadership team will contact parents as soon as possible after an incident, normally on the same day, to inform them of the actions that were taken and why, and to provide them with an opportunity to discuss it and to look at ways to minimise the pupils' behaviours and actions in the future.

Risk Assessments

If we become aware that a pupil is likely to behave in a disruptive way that may require the use of reasonable force, we will plan how to respond if the situation arises.

Such planning will address:

- Management of the pupil (e.g. reactive strategies to de-escalate a conflict, holds to be used if necessary)
 - Involvement of parents to ensure that they are clear about the specific action the school might need to take
 - Briefing of staff to ensure they know exactly what action they should be taking and possible risk to staff (this may identify a need for training or guidance)
 - Identification of additional support that can be summoned if appropriate including the class-teacher, inclusion team, school-to-school support and if required the SENCO.
- (Appendix 2)

Complaints

A clear positive handling policy, adhered to by all staff and shared with parents, should help to avoid complaints. It is our intention to inform all staff, pupils, parents and governors about these procedures and the context in which they apply. If there is a complaint, the formal complaints policy should be followed.

We will review this policy every 2 years.

Agreed by Governors: 09/11/22

Review: November 2024

Appendix 1

Behaviour Incident Form

Pupil Name:

Date of Incident:

Staff Name:

Place & Time:

What led up to the behaviour? (Triggers)

Nature of the incident:

Repeated non-compliance		Exposing themselves		Racial Abuse
Damage to property		Bullying		Harm to peers
Harm to adults		Harm to self		Verbal abuse
Absconding with supervision		Absconding without supervision		Other

Behaviour witnessed:

(More detail overleaf)

De-escalation used? Yes / No Type (code): [\(overleaf\)](#) Physical Intervention used? Yes/ no

Consequences:

Restorative session:

Parent(s) informed:

By:

Date and Time:

De-escalation Codes:

Defusing	A	Humour	F	Limits	K
Deflection	B	Ignoring	G	Consequence warning	L
Distraction	C	Time away	H	Change of adult	M
Proximity control	D	Limited choices	I	CALM talk (Communicate, Access, Listen, Monitor)	N
Step away	E	STEPS Guide away	J		

Appendix 2

Also consider the use of a Pupil Specific Risk Assessment using the DEMAT Template located within the Smartlog Platform

1	There is evidence of historical risk, but the behaviour has been dormant for over 12 months and no identified triggers remain
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Risk Management Plan

Name:	Class:	Date:	Review Date
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Photo	Potential Triggers / Key Themes:
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Please complete the following document for our signs, triggers and next steps:

What we want to see (good behaviours):	Strategies to maintain:
First signs that things are not going well:	Strategies to support:
Where this behaviour leads next:	Strategies needed:
What we are trying to avoid (extremes):	Interventions necessary:

Signature of School:

Date:

Signature of Parent / Carer:

Date: