



HYPHE BAY
Church of England
Primary School

Positive Handling Policy

October 2020

Signed	Designation	Date
	Headteacher	
	Chair of Governors	

We aim to create a Christian environment in which each child is valued and special and in which respect for the rights and needs of others is nurtured. As a Church school we believe all we do is supported by biblical guidelines.

Introduction

The Governing Body and management of the school recognise the serious implications for all concerned when the use of physical intervention becomes necessary. In particular, they acknowledge the stress and very real anxiety that such actions can and do generate in children and young people, parents and staff.

The production of this policy and guidance will ensure everyone at Hythe Bay Church of England Primary School has a positive and safe way to respond to the use of physical intervention.

All staff will be trained in behaviour management and specific staff members trained to use appropriate methods of holding and restraint and will be expected to apply them to the best of their ability. Staff will be expected to undertake such training as provided by the school and to keep themselves up to date with the methods prescribed by that training.

This policy has been formulated to ensure that children and young people, parents, staff, the Local Authority (LA) and other agencies are fully aware of the context for the school's response to behaviour that requires physical intervention. Furthermore, it is designed to provide detailed guidance for all concerned regarding the use of touch support, escorting and restraint, including when it is appropriate to physically intervene and what strategies must be used in so doing.

Training

The use of physical interventions including touch support, escorting and restraint training was delivered to SLT and SRBP staff on 17.06.19. Qualified trainers delivered a training programme, Proact Scip, (Positive Range of Options Avoiding Crisis using Therapy – Strategies for Crisis using Therapy). This training will be updated in line with Proact Scip policy. As yet we have been unable to update the training and discussion has taken place with Russell Ames about a different way of delivering the training. The training detailed the context for physical intervention and practical guidance on the application of a range of strategies to keep everyone safe during the physical management of behaviour.

Key aspects of the training are:

- Clear and unequivocal emphasis on the rights of children to be kept safe at all times
- Physical intervention should only be used when all else has been tried

and the situation is likely to become dangerous for children and staff.
T.I.N.A – There Is No Alternative.

- Staff need to keep themselves safe at all times
- Past experiences of children will affect the way they respond to physical interventions. Those with a history of physical or sexual abuse will often have painful and disturbing memories triggered by such interventions
- Children with the above experiences could also experience adverse reactions to witnessing physical interventions
- All actions must be conducted in the context of the school's policy
- Staff have a right to be trained in the use of physical interventions
- Clear and accurate records of the antecedents, behaviour and consequences must be maintained.

Positive Behaviour Support Strategies

We need to consider the whole person.

- What has happened to them?
- What is going on for them now?
- What might the underlying reason for their behaviour be?
- Am I being understanding about this?
- I have never walked a day in their shoes.
- Have I read their behaviour cycle support plan?
- Who can I ask for support?

Context

School is a lively and thriving community dedicated to the provision of high quality teaching and learning. Pupils are young but it is expected that pupils and their parents or carers will be appropriately involved in formulating any plans that are made to meet their individual needs.

Such plans where appropriate will also detail how specific behaviours will be managed and the use of holding and restraint will be detailed as an integral element of the plan.

This policy has constructed in the light of any statutory and or Local Authority guidance.

Wherever possible strategies for physical contact / intervention should be detailed within a plan formulated with the young person, his or her family and relevant members of the Senior Leadership Team.

It is the responsibility of everyone at Hythe Bay Church of England Primary School to ensure that the environment is calm and safe for all. Children and young people have the responsibility to recognise when their behaviour is likely to compromise this situation and to have due regard for the comfort, safety and well-being of all within the school community. Parents must be encouraged to support the school in the provision of a safe calm and happy community by discussing with their son/daughter the need to be sensitive to the needs of others in the school. Home school contract will be one way that this is achieved especially as it would set clear expectations for both parents and the school from the point of admission.

Proactive Interventions: approaches/strategies that address pupils needs before problems arise.

Active Interventions: approaches/strategies that are developed to help pupils calm so that their needs can be addressed.

Reactive Interventions: interventions which deal with the challenging behaviours as they occur.

When physical intervention is used it should always be **USED WITH CARE**

URGENTLY required to prevent immediate possibility of harm or damage to self, others or property.

SAFE using only the minimum of force necessary.

EFFECTIVE not if it will make the situation worse.

DECENT great care must always be taken to avoid sensitive areas of the body, the risk of cultural offence or the risk of sexual arousal.

WITNESSED every effort must be made to ensure the presence of another member of staff as a witness and assistant.

INDPENDENT of size the method of restraint used must depend for its efficacy on the technique and not the relative sizes of staff member and young person.

TIMED the restraint should only continue for the minimum time for it to be effective.

HARMLESS it must always be an act of care and control never punishment.

CALMING the intention is to help the young person regain their self control, there should always be a calming dialogue to that end.

APPROPRIATE to the circumstances, only when all else has failed, only for as long as necessary.

RECORDED all incidents of restraint must be recorded in the numbered and bound red book kept in the Headteacher's office

E XPLAINED reasons for the physical intervention and resolution of the incident should be conducted with the young person as soon after the incident as will be effective.

All restraints should be discussed at the earliest opportunity by the staff concerned and a senior member of staff.

Support for Staff

All appropriate members of staff will be trained in the methods of physical intervention as per the county guidance. It is the responsibility of all staff to ensure the safety and wellbeing of all members of the Hythe Bay Church of England Primary School community at all times. This responsibility must extend to themselves in the first instance. It is therefore essential that staff make a judgement quickly about the safety of using a physical intervention. They should only proceed if they have determined that all else has been tried and failed, that there is likely to be serious harm to persons or property if nothing is done or that the good order of the environment will be severely disrupted. Finally, that they can carry out a physical intervention safely for the young person and themselves.

Staff who have had to use physical intervention will be offered the opportunity to discuss their feelings about the incident as soon after completion of the recording pro-forma as is helpful. It is an expectation that all staff acknowledge the importance of using a senior member of staff to discuss the issues raised for them personally by using physical interventions.

The Governors and managers of the school will support the actions of staff in the use of physical intervention provided that they have been conducted in the context of this policy and the methods drawn from the county guidance have been used.

The Use of Force to Restrain or Control Pupils

What the law says

It is always unlawful to use force as a punishment

Approved by Learning and Achievement Committee on 5th October 2020.