


<u>Responsible Body</u>	<u>Title of Policy</u>	
<u>Governing Body of Flyford Flavell Primary School</u>	Positive Handling Policy	

Last reviewed on Date: 30th April 2022

Next Review Date: 30th April 2025

Signature..... (Chair of Governors)

Print Name.....

Introduction

The policy has been developed in response to Circular 10/98 "The Use of Force to Control or Restrain Pupils", issued following the enactment of Section 550A of the 1996 Education Act and the updated Use of Reasonable Force DfE advice 2013. The policy should be read in conjunction with other school policies relating to interaction between adults and pupils. (Behaviour Policy and the Safeguarding Policy).

Purpose of policy

Good personal and professional relationships between staff and pupils are vital to ensure good order in our school. It is recognised that the vast majority of pupils in our school/provision respond positively to the discipline and control practised by staff. This ensures the wellbeing and safety of all pupils and staff in Flyford Flavell First School. It is also acknowledged that in exceptional circumstances, staff may need to take action in situations where the use of reasonable force may be required. Flyford Flavell Primary School acknowledges that physical techniques are only part of a whole setting approach to behaviour management. Every effort will be made to ensure that all staff in this school clearly understand this policy and their responsibilities in the context of their duty of care in taking appropriate measures where reasonable force is necessary and are provided with appropriate training to deal with these difficult situations.

Who can use reasonable force?

All members of school staff have a legal power to use reasonable force. It can also apply to people whom the Headteacher has temporarily put in charge of pupils such as unpaid volunteers or parents accompanying pupils on a school organised visit.

Schools can use reasonable force to:

- Remove disruptive children from the classroom where they have refused to follow an
- instruction to do so
- Prevent a child behaving in a way that disrupts a school event or school trip or visit
- Prevent a pupil leaving a classroom where allowing the pupil to leave would risk their safety or lead to behaviour that disrupts the behaviour of others
- Prevent a pupil from attacking a member of staff or another pupil, or to stop a fight in the playground
- Restrain a pupil at risk of harming themselves through physical outbursts

The application of any form of physical control places staff in a vulnerable situation. It can only be justified according to the circumstances described in this policy. Staff, therefore, have a responsibility to follow the policy and to seek alternative strategies wherever possible in order to prevent the need for physical intervention. Reasonable force will only be used as a last resort when all other behaviour management strategies have failed or when pupils, staff or property are at risk. At Flyford Flavell Primary School we will ensure two members of staff are available if Positive Handling is required.

Definitions of Positive Handling.

No legal definition of reasonable force exists however for the purpose of this policy and the implementation of it in Flyford Flavell Primary School it has been agreed that

- Positive Handling uses the minimum degree of force necessary for the shortest period of time to prevent a pupil harming himself, herself, others or property.
- The scale and nature of any physical intervention must be proportionate to both the behaviour of the individual to be controlled, and the nature of the harm they might cause.

1 Physical Contact

Situations in which proper physical contact occurs between staff and pupils, e.g: in the care of pupils with learning disabilities; in games/PE; to comfort pupils.

2 Physical Handling

This may be used to divert a pupil from a destructive or disruptive action, for example guiding or leading a pupil by the hand, arm or shoulder with little or no force.

3 Positive Physical Handling

This will involve the use of reasonable force, from authorised staff, when there is an immediate risk to pupils, staff or property. It is important to note that the use of 'reasonable force' should be seen as a last resort. All such incidents must be reported to the Headteacher, recorded in the bound and numbered book and stored in the secure cupboard in the school office. The level of compliance from the pupil determines whether or not the interaction is an intervention or a method of physical control.

Authorised staff

The school provides training for all staff authorised by the Headteacher to apply positive physical intervention.

Flyford Flavell Primary School acknowledges that physical techniques are only a part of a whole setting approach to behaviour management. The governors of the school are committed to:

- 1 Review its behaviour policy on at least a three -year cycle.
- 2 Provide training on a needs based approach and ensure procedures are in place to monitor incidents
- 3 All training will include theory on at least the following:

- De-escalation
- Causes of challenging behaviour
- Prevention strategies – risk reduction plan
- Positive behaviour management
- Risk Assessment
- Behaviour Support Planning
- De-brief following incidents

4 In addition, procedures are also in place to ensure that appropriate support is provided for staff and that following an incident pupil/staff relationships are rebuilt and repaired to ensure that a positive learning environment is maintained.

All the techniques used take account of a young person's:

- Age
- Gender
- Level of physical, emotional and intellectual development
- Special needs,
- Social context.

Where appropriate, a Risk Management Plan, Pastoral Support Plan, Behavioural Management Plan and Provision Map will be written for individual pupils.

Recording

Where positive handling strategies and/or physical control has been used a record of the incident must be kept. This record must be made in the school "Bound and Numbered" book.

A Health and Safety Accident/Incident Form (RIDDOR) will be completed and returned to the Local Authority in situations where injury has occurred to either members of staff or pupils. Where staff have been involved in an incident involving Positive Physical Handling with pupils, they should have access to counselling and support before returning to the classroom.

Monitoring incidents

Whenever a member of staff has occasion to use positive physical interventions, this will always be recorded and documented following agreed procedures. Monitoring of incidents will help to ensure that staff are following the correct procedures and will alert the Headteacher to the needs of any pupil(s) whose behaviour may require the use of a Positive Handling Plan and further positive handling strategies. Monitoring of incidents will take place on a regular basis and the results used to inform planning to meet individual pupil and school needs.

Action after an incident

The Headteacher will ensure that each incident is reviewed and investigated further as required. If further action is required in relation to a member of staff or a pupil, this will be pursued through the appropriate procedure:

- Review of Behaviour Programme
- Child Protection Procedure (this may involve investigations by Police and/or Children's Services)
- Staff or Pupil Disciplinary Procedure
- School Behaviour Policy
- Exclusions Procedure in the case of violence or assault against a member of staff

In the case of any action concerning a member of staff, he/she will be advised to seek advice from his/her professional association/union.

Complaints

The availability of a clear policy about reasonable force and early involvement of parents should reduce the likelihood of complaints but may not eliminate them. Any complaints about staff will be investigated through the School's Complaints Policy. If necessary, the complaint will be dealt with by the Staff Disciplinary Procedures and/or Child Protection Procedures.

Other relevant policies that cross reference with this one are: Behaviour Policy, Health & Safety Policy, and Safeguarding Policy.