



POSITIVE HANDLING POLICY

Date ratified by the Governing Board	March 2020
Review date (by)	March 2022

Remember that I commanded you to be strong and brave. So don't be afraid. The Lord your God will be with you everywhere you go' (Joshua 1:9)

As the harvest grows from the soil, Hayfield Cross came to life in 2015. From nothing, we have grown at the heart of our new community, persevering through challenge into a flourishing school. Guided by our Christian values the seeds of Joy, Integrity and Fellowship are planted as we instil this pioneering spirit in our children, challenging them through exciting learning to aspire to greatness in all that they do.

Positive Handling Policy

Dear children, let us not love with words or speech but with actions and in truth.

1 John 3:18

This policy acknowledges that positive handling is a holistic technique which includes both physical and non-physical strategies. The use of force forms a very small part of the behaviour management and support strategies use at Hayfield Cross Church of England School.

This policy is to be used in conjunction with the **DfE 'Use of reasonable force Advice for headteachers, staff and governing bodies July 2013'**

This policy acknowledges the legal duty to make reasonable adjustments for pupils with a disability and those with SEN.

School staff have the legal power to use force, lawful use of that power will provide a defence to any related prosecution or legal action.

Whenever force is used it should be **reasonable, proportionate and absolutely necessary**. Force can be used to;

- Prevent injury to staff or peers
- Prevent self-harm
- Prevent significant damage to property
- Prevent an offence from being committed
- Prevent any behaviour prejudicial to the good order or discipline within the school or any of its pupils

The use of force can include;

- Guides- minimal resistance
- Controls- moderate resistance
- Restraints- rigorous resistance
- Personal Safety Techniques- to disengage from dangerous or harmful physical contact (may involve minimal discomfort)

Challenging Behaviour

At Hayfield Cross Church of England School. we use a range of supportive techniques to manage challenging behaviour, these include; distraction, praise, rewards, humour, time out, calm talking and stance, consequences, planned ignoring and reassurance.

Occasionally, and only when absolutely necessary, the use of physical techniques may be required. A risk assessment of the need to physically intervene will always be made and the criterion for restraint/physical intervention recorded on the Incident Record.

Planned/unplanned Interventions

It is useful to distinguish between planned and unplanned interventions. An unplanned intervention would be a response to a new behaviour, staff would be expected to risk assess a situation and intervene physically if it was necessary and in the best interests of the child. Any force used would be reasonable and proportionate.

A planned intervention would be an agreed and written Positive Handling Plan. Pupil who may require Positive Physical Intervention (PPI) will have a PHP.

PHP

A Positive Handling Plan describes the holistic support strategies that work for an individual child. It will include medical information, target behaviours, triggers, appropriate de-escalation strategies for the individual, a risk assessment and best practice physical techniques. All involved parties will be invited to contribute to the PHP including parents/carers. It will be reviewed following any incident where PPI is required.

Techniques

Techniques used for any PPI will have safety as the paramount consideration. They will not rely on “locks” or pain for control, the pupil’s dignity will be maintained. At Hayfield Cross Church of England School key staff have been trained using the Team Teach approach which will be followed in the event of any incident.

Recording, reporting and monitoring

Any incident involving the use of force will be recorded on an Incident Form. The form will be written after the staff have time to recover, it will contain details of events before the incident, events during the incident, any injuries and will include the criterion for PPI being used. Forms will be completed within 24hours of the incident, signed by all staff involved, including witnesses, and passed to the Head Teacher for monitoring. Incident Forms will inform PHP. Parents/carers will be given oral feedback on the day of any incident requiring PPI, a copy of the Incident Form will also be given to the parents/carers unless the Head Teacher believes this places the child at risk of harm.

De-brief

Both the child and the staff involved will be supported by a de-brief session. This is a listening and learning supportive process that aims to repair and enhance positive relationships. Outcomes of the de-brief may inform the PHP.

Complaints

Any complaints regarding disproportionate or unreasonable force made will follow the school Complaints Policy. If members of staff are concerned about a colleague’s conduct they should follow the Whistle Blowing Policy. Investigations may involve the Police and/or Social Care. The school will follow the DFE Guidance regarding any allegations.

Related Policies

Child protection/Safeguarding Policy
Complaints Policy
Whistle Blowing Policy
Behaviour Policy