



HYPHE BAY
Church of England
Primary School

Positive Handling Policy

Signed	Designation	Date
	Headteacher	
	Chair of Governors	

Anchored by God, we strive to teach children to be confident, connected, and creative through outstanding teaching and care. We show our love, tolerance, forgiveness, and compassion, not just by talking about them but living them each day of our lives.

"We should love people not only with words and talk but by actions and true caring."

1 John 3: 18

Our vision is to be a Spirit- filled community where every individual flourishes and is respected.

Our Christian values allow us to be an inclusive school which, through our learning, strives to give everyone life in all its fullness.

Within our local and global culture of continuous learning and reflection, we aim to deliver a broad and ambitious curriculum to all children in our care.

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

All staff at Hythe Bay Church of England Primary School have a duty to look after the pupils in their care. Where pupils may display challenging or physical behaviour, our staff have a duty to intervene in order to prevent pupils from hurting themselves or others. There may also be situations in which a child seriously disrupts good order in the school or causes damage to property. If a member of staff ever needs to intervene physically they will follow the school's Positive Handling Policy. In accordance with the SEND Code of Practice, the school will make reasonable adjustments for pupils with special educational needs and disabilities.

Positive handling should only be used when all other strategies which do not employ force have been tried and found unsuccessful or in an emergency.

The term positive handling includes a wide range of supportive strategies for managing challenging behaviour. The term 'physical restraint' is used when force is used to overcome active resistance. A clear and consistent positive handling policy supports pupils who have social, emotional and behavioural difficulties within an ethos of mutual respect, care and safety.

The school takes seriously its duty of care to pupils, employees and visitors to the school. The first and paramount consideration is the welfare of the children in our care. The second is the welfare and protection of the adults who look after them.

Section 93 of the Education and Inspections Act 2006 enables a school's staff to use such force as is reasonable. There is no legal definition of when it is reasonable to use force.

Aims of the 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.
- To use the minimum degree of force necessary to accomplish positive handling.
- To give full support to staff who have been assaulted or have suffered verbal abuse from pupils or others.
- To maintain accurate records of incidents where positive handling recording on CPOMS.

Training

At times it may be necessary to intervene when a pupil's behaviour is posing a risk to themselves, others or the physical environment. In such situations the SLT and the Nurture team HLTAs may adopt PROACT SCIPrUK® strategies. PROACT SCIPrUK® techniques are the authorised interventions at Hythe Bay Church of England Primary School. Staff training in this intervention method takes place annually for specific staff and other staff are trained in de-escalation techniques annually. If a situation occurs and a member of staff feels it may escalate and result in the need for positive handling intervention then they are to call a member of the SLT immediately.

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
- 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 been 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 and recorded in the child's behavior plan.

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.

Proactive Interventions: approaches/strategies that address pupils need 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 on CPOMS

EXPLAINED 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 physical interventions should be discussed at the earliest opportunity by the staff concerned and a senior member of staff.

Support for Staff

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. Professional Supervision is available to all staff who feel they need it regularly or who have experienced a one off incident at Hythe Bay School

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.

Informing Parents

Parents will always be informed following an incident where positive handling has been used. If appropriate, a discussion will take place involving parents and relevant members of staff (e.g. SLT, SENCO, Key Stage Manager) to put measures in place to address the behaviour concern.

Approved by Learning & Achievement Committee on 8th January 2024.