

## Impact North West Schools Positive Handling Policy

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Approved by:	Impact North West Schools Proprietor Board
Frequency of review:	Annual
Next review due:	August 2024

### Rationale -Duty of Care

Impact North West Schools (INWS) learners need to be safe and encouraged to take responsibility for their own behaviour. The vast majority will behave well, but some (generally only a few and very occasionally) lose control and need someone else to help co-regulate. They need to know we are able to support them safely and confidently.

Our pupils nearly always respond well to the school rules and conventions. Situations in which physical intervention may be needed are therefore likely to be relatively few in number.

INWS staff need to be safe and confident in how they manage inappropriate behaviour. They have to be clear about options open to them when all the normal systems have failed or when there is a clear emergency in which, for example, talking calmly to someone in danger is irrelevant.

They need to be free of undue worries about the risks of legal action against them if they use appropriate physical interventions; and need to know that we and the LA will offer support if they are challenged. Training for staff should be available at regular intervals.

INWS parents and guardians need to know that their child and those who are teaching them are safe and free from disruptive influences or danger. They also need to know that they will be properly informed if their child is the subject of physical intervention; and they need to know the nature of the intervention and the rationale for its use.

INWS is open to any parental queries about its policy and review.

### Our approach:

We always try to avoid using physical interventions and regard them as a last resort for a tiny minority of situations. We provide a properly planned and differentiated curriculum that provides appropriate levels of challenge to all learners, and maintain an effective school behaviour and relationships policy that is known and understood by all staff and learners.

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Positive Handling is then our method of last resort, after all other approaches have been tried or in situations of clear danger or extreme urgency. 95% of crisis situations can be dealt with through calm, dignified and skilled intervention. (The use of non-confrontational approaches and understanding of messages received from body language are vital).

We utilise only the minimum force required to resolve the situation safely. How we respond always has regard to the circumstances and to the age and understanding of the child or young person.

Where there is a foreseeable risk that a pupils could behave in such a way as to require restrictive physical intervention we undertake a risk assessment in order to balance the risks to the pupil and to others of intervening or not. Planning is also undertaken to see if trigger situations can be avoided and other positive strategies employed to lesson the likelihood of such incidents occurring.

### **Who may use physical intervention and when**

The law allows tutors, and other persons who are authorised by the Headteacher to have control or charge of pupils to use such force as is reasonable in all the circumstances to prevent a pupil from doing, or continuing to do, any of the following:

- committing a criminal offence (including behaving in a way that would be an offence if the pupils were not under the age of criminal responsibility);
- injuring themselves or others;
- causing damage to property (including the pupil's own property);
- engaging in any behaviour prejudicial to maintaining good order and discipline at the school or among any of its pupils, whether that behaviour occurs in a classroom during a teaching session or elsewhere.

All INWS staff are also, like anyone else, allowed to use reasonable force (the minimum necessary) to defend themselves or prevent serious danger to others and act in a reasonable and proportionate manner.

We take the view that staff are not expected to put themselves in danger; and that removing pupils and themselves from a source of danger is a proper thing to do. We appreciate the integrity of our staff and value their efforts to rectify situations that are difficult and in which they exercise their duty of care for their pupils. However, we do not require them to go beyond what is reasonable. In particular it is acceptable for any member of staff to decide that they will not use physical intervention for personal reasons.

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## Positive Handling Strategies

Reasonable force is not defined legally in isolation. It must be justified as appropriate by the circumstances. We use only the minimum force that is needed to restore safety or appropriate behaviour; and we take account of the age, understanding and gender of the pupil.

### Our approach encompasses:

- At least two members of staff
- Minimum force and time
- Maximum care and control
- Last resort – after use of behavioural management strategies

Acceptable forms of intervention in this school include all taught by Team Teach Training.

(Friendly hold, single elbow, double elbow and the 3 chair restraint which allow;

- leading or guiding a pupil by the hand or arm, or shepherding them with a hand in the centre of the back;
- holding a pupil who has lost control until they are calm and safe;
- physically moving between and separating two pupils;
- blocking a pupil's path;
- where there is immediate risk of injury, any necessary action that is consistent with the concept of 'reasonable force' – for example to prevent a pupil running into a busy road or hitting or hurting someone;
- using more restrictive holds in extreme circumstances.

Staff may move, defend themselves, lead, restrain or block someone, bearing in mind the whole time their own safety as well as that of others and of the child who is the subject of any restraint or other intervention.

The training allows staff to be better prepared and able to –

- Understand techniques as to how to safely hold people at risk of harming themselves or others.
- Have a comprehensive understanding of the laws and regulations involved.
- Carry out practical techniques to manage situations.
- Report incidents and near misses in an effective and professional manner.

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The Physical Intervention Training content is tailored to IMPACT and the context of this school.

It includes –

- The use of force.
- The Legal aspects - Health and Safety at Work Act, The Human Rights Act.
- Management of Health and Safety at Work Regulations.
- Clarification of techniques that should not be used following any relevant guidance.
- Avoiding and detection of positional asphyxia.
- Reducing the need for restrictive interventions (where applicable).
- Understanding conflict management techniques.
- Instruction and practice of breakaway and self-defence techniques.
- Instruction and practice of low risk physical intervention techniques.
- Understanding how to carry out post incident debriefing.
- Understanding the necessary policy frameworks and the importance of record keeping.

It is unacceptable and likely to be illegal or grounds for disciplinary action for staff to use any physical intervention designed to cause pain or injury including:

- any form of corporal punishment, slapping, punching or kicking;
- holding by the neck or collar, or otherwise restricting the ability to breath;
- holding by the hair or an ear;
- twisting or forcing limbs against a joint;
- tripping up a pupil or holding an arm out at neck or head height to stop them;
- holding a pupil face down on the ground or sitting on them;
- shutting or locking a pupil in a room, except in extreme situations whilst summoning support.

Staff should also avoid touching or holding a pupil in a way that might be considered indecent. The dignity of pupils is vital, and we need to foster their self-respect.

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## Using Physical Intervention

Except in cases where there is immediate danger we would normally try other ways of resolving or de-escalating a situation. These could include:

1. Calmly re-stating the rules and expectations for the situation;
2. Removing other pupils from the situation and thus from danger of from being an audience;
3. Use of physical proximity, but not in a threatening way;
4. Encouraging the pupil to withdraw to a safer and calmer situation;
5. Calling another adult for support or to take over.

If more than minor physical intervention is judged to be necessary the tutor or adult in charge should;

- Send for the assistance .
- Remove other pupils from the scene if possible;
- Continue to talk calmly to the pupil explaining what will happen, and under what circumstances the physical intervention will cease (but not in a threatening way);
- Use the minimum force necessary and cease the intervention as soon as it is judged safe;
- In some circumstances we may consider it appropriate to call the police.

Following a significant incident of physical intervention, when a pupil has resisted or challenged and force has been used, the teacher or adult responsible should as soon as possible inform the Headteacher. We acknowledge that such events are stressful for both pupils and staff and both parties will need time to recover, with the chance of debriefing and resolving the situation.

A full written account of the incident will be made by the member of staff concerned and recorded by the Business manager. The report will contain:

- Name(s) of pupil(s) concerned, when and where the incident occurred.
- Names of staff or pupils who witnessed.
- The reason why force was needed.
- How the incident began and progressed, who said what, who did what.
- What was done to calm things down.
- What degree of force was used? What kind of hold, where and for how long.
- Pupil's response and the outcome of the incident.
- Details of any injury to any person or damage to property  
(An unfortunate consequence of restrictive physical intervention is that the student may suffer minor injury to prevent a major injury or safety concern)

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Time should also be spent after the incident to;

- discuss the incident with the pupil as soon as possible. The aim is for the student to learn from the incident so that Positive Handling is not needed in the future.
- interview staff involved and any other witnesses;
- inform the pupil's parents/carers and social worker if relevant (letter and phone call).
- record any disagreements expressed by the pupil or adults about the event;
- take any appropriate further action, liaising with LA,
- All restraining incidents will be reported to the Headteacher and the Proprietary Board

### Planning for Physical Intervention

Where we think a pupil might require physical restraint we plan in advance and know who will do what. This planning includes helping pupils to avoid provoking situations, helping them find success and minimise frustration, and develops our own skills. It also helps us see better where we can head off difficulties when we spot them early enough. The pupil's individual Risk Assessment would;

- involve the parents and the pupil to gain their views and to ensure that they are clear about what specific action the school might need to take;
- manage the pupil (e.g. reactive strategies to de-escalate a conflict, at what stage and what type of holds to be used):
- identify key staff who should know exactly what action they should be taking. Any member of staff who may have to use a physical intervention should always be fully briefed about the child in question, and it is best if they are well known to the child.

### Training

We are clear that training of staff is vital in this area if we are to be seen to adopt best practice and maintain a record of safe management of all school situations. We therefore make budgetary allowance to develop behaviour management in the school. Training and refreshers will also be made available when needed in restraining techniques.

### Complaints

We hope that by adopting this policy and keeping parents well informed should help to avoid the need for complaints. Any disputes that do arise about the use of force by a member of staff will be dealt with

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in accordance with the LA Child Protection procedures, a copy of which is available in school. This could in some circumstances lead to an investigation by police and social services.

Complaints about this policy should be directed to the Headteacher in the first instance

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