




## Positive Handling Policy

### ***Our Vision:***

Achievement, Belonging, Celebration: valuing every child through fostering independence, inclusion, trust and support.

### ***Our Mission***

*Supporting our learners to develop holistic skills for life.*

Reviewed by:	HT; Behaviour Lead; DSL
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### **Positive Handling and Physical Intervention:**

Good relationships between staff and pupils are vital to ensure positive behaviour and promote wellbeing and learning in our school. All members of New Siblands are considered to be of equal value regardless of their gender, ethnicity, age, religion, ability, sexual orientation or personal circumstances. It must be recognised that due to the complex nature of the learning difficulties presented by students that attend New Siblands that the use of physical contact is an integral element of the teaching and learning process. However, no intervention is used unless it demonstrably considers the welfare of the pupil, it is in their best interest, is proportionate and balances the rights of both staff and pupils. We believe there is a clear distinction between physical contact, restrictive and non-restrictive physical intervention.

New Siblands School acknowledges that restrictive physical techniques are only a small part of a whole school approach to behaviour management. Where pupils have ongoing behaviour that challenges, a plan will be devised and agreed with parents/carers, in which strategies will be outlined.

New Siblands School uses Team Teach Ltd, a programme which acknowledges that physical techniques are only a small part of a whole school approach to behaviour management and emphasises the importance of diversion and de-escalation. It provides a gradual, graded system of response.

### **Authorised Staff and Training:**

All staff have a duty of care to maintain safety at all times and have a legal right to use reasonable and proportionate force. Staff receive up to date behaviour support training, and we have a number of accredited Team Teach practitioners as well as two accredited Team Teach tutors.

On rare occasions it may be appropriate for staff to intervene physically with or between students. All physical interventions must be **reasonable, proportionate and necessary**. These occasions may include:

- ✚ Significant self-injurious behaviour
- ✚ Injury, or risk of injury, to another student
- ✚ Injury, or risk of injury, to a member of staff
- ✚ Serious damage to property

### **Advice to staff:**

- ✚ Remain calm – the ability to try and remain calm and appear relaxed is less likely to provoke or escalate a situation. A relaxed posture and a non-threatening (CALM) stance, e.g. not square/face on, no hands in pockets or folded arms are recommended.
- ✚ Awareness of space – be aware of the space around you and avoid entering the students personal/intimate space. Step back out of the circle of danger.
- ✚ If required, make the space safe by moving other pupils away. Staff may also move away to a point where they can see pupil, if the pupil is likely to calm by themselves.
- ✚ Support from other staff or school leaders can be requested to help resolve significant incidents

Circle of Danger



### Physical Interventions may include:

- **Contingent touch (Prompt)** for the purposes of this policy refers to everyday acts of communication by physical means to indicate approval, affection or empathy. Contingent touch may be used appropriately e.g. pat on shoulder in a public place, in the appropriate context.
- **Holding** may be used appropriately; for example, for very young children staff may provide more direct physical support – cradling or hugging. Children with complex sensory needs may also need squeezing or deep pressure
- **Guide** – providing physical direction similar to contingent touch but more directive in nature, e.g. the child or young person is led away by hand/arm/around shoulder (using Team Teach practices) and has a free path of exit
- **Escort** – The person is unable to leave you because you are holding them. The person is complying. It may be moving a person from point A to point B to keep them safe.
- **Restraint** – Physical control with the application of reasonable force with the intent of ensuring the situation and person are safe.

There is no legal definition of what is reasonable, proportionate and necessary. At New Siblands all instances of **physical intervention** should:

- ✚ Use the minimum degree of force necessary for the shortest period of time.
- ✚ Be proportionate to both the behaviour of individual pupils and the degree of harm / damage they are likely to cause.
- ✚ Only be used when all opportunities to de-escalate a situation have been exhausted.
- ✚ Should only involve the use of a Team Teach Technique that staff have been trained to use. However, in emergency staff will act within the best interests of the pupils.
- ✚ Team Teach techniques seek to avoid injury, but it is possible these may occur as a side effect of ensuring that the pupil remains safe.
- ✚ **NEVER USE FORCE** to ensure compliance in circumstances where there is no risk of injury, serious disruption or damage to property.

### The underlying principle of any restrictive physical intervention should meet the following legal criteria:

- Was the intervention necessary?
- Could it be deemed reasonable?
- Was it proportionate to the degree of risk?
- How was this in the best interest of the pupil?

### The use of reasonable force:

As the safety and wellbeing of all staff and pupils is paramount, staff should always first give consideration to both their own safety and that of others as well as remember that we only ever use the minimum level of force needed to restore safety. The guiding principles relating to the use of reasonable force are as follows:

- ✓ It is an act of care and control, not punishment. It is never used to force compliance with staff instructions.
- ✓ Staff must take steps in advance (proactive and reactive strategies) to avoid the need for the use of a physical intervention.
- ✓ To prevent severe distress, injury, or damage, only the minimum force for the shortest amount of time will be used.
- ✓ After an incident, staff will be able to show that the intervention used was in keeping with the school's positive handling policy.

- ✓ Every effort has been made to secure the presence of other staff, and these staff may act as assistants and/or observers.
- ✓ As soon as it is safe, the restrictive physical intervention will be relaxed to allow the pupil to regain self-control.
- ✓ Procedures are in place for supporting and debriefing pupils and staff after every incident as it is essential to safeguard the emotional well-being of all parties involved.

**Actions following an incident in which restrictive physical force has been used:**

- ✓ Parents/Carers of pupils involved must be informed
- ✓ The incident must be recorded on CPOMS within 24 hours of the incident occurring (only restraints/ holds/ escorts have to be recorded).
- ✓ In the case of physical injury occurring to the pupil and/or other pupils or staff the appropriate incident/accident form also need to be completed.
- ✓ Prompts and Guides do not need to be recorded.
- ✓ All incidents will be reviewed and appropriate actions will be taken where necessary, including reviewing positive behaviour plans.

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