



Positive Handling Policy

Approved: May 2021
Review date: May 2024



Policy Statement

- a) The well-being, welfare and safety of all pupils and staff and Canon Barnett Primary School is of paramount importance. It is recognised that the vast majority of pupils in our school respond positively to the school's behaviour expectations (see positive behaviour policy).
- b) When the school's usual positive behavioural strategies are not being effective in a situation, staff will make every attempt to de-escalate the situation. But it is acknowledged that in exceptional circumstances, staff may need to take action in situations where the use of reasonable force may be required.
- c) The school acknowledges that physical techniques are only part of a whole setting approach to behaviour management. Positive Handling will only be used as a last resort when all other behaviour management strategies have failed or when pupils and/or staff are at risk.
- d) Canon Barnett does not support the routine use of physical interventions.
- e) All staff at Canon Barnett understand that school cannot use force as a punishment; it is always unlawful to use force as a punishment.
- f) Positive Handling uses the minimum degree of force necessary for the shortest period of time to prevent a pupil from harming themselves, others
- g) 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
- h) 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
 - are provided with appropriate training to deal with these difficult situations.

2. Definitions

No legal definition of "reasonable force" exists; however, for the purpose of this policy and the implementation of it at Canon Barnett Primary School, the clarification provided in the DfE guidance document 'use of reasonable force', 2013 is used. The term 'reasonable force' covers the broad range of actions used by most teachers at some point in their career that involve a degree of physical contact with pupils.

Force is usually used either to control or restrain. This can range from guiding a pupil to safety by the arm through to more extreme circumstances, such as breaking up a fight or where a student needs to be restrained to prevent violence or injury.

Reasonable in the circumstances means using no more force than is needed. As mentioned above, schools will generally only use force to control pupils and to restrain them.

Control means either passive physical contact, such as standing between pupils or blocking a pupil's path, or active physical contact such as leading a pupil by the arm out of a classroom.

Restraint means to hold back physically or to bring a pupil under control. It is typically used in more extreme circumstances, for example when two pupils are fighting and refuse to separate without physical intervention. School staff should always try to avoid acting in a way that might cause injury. It is acknowledged that in extreme cases it may not always be possible to avoid injury as an accidental consequence of the intervention.

Positive Handling will only be used as a last resort when all other behaviour management strategies have failed or when children, staff or property are at risk

3. Different types of physical contact with pupils

Physical Contact

Situations in which proper physical contact occurs between staff and pupil. Examples of where touching a pupil might be proper or necessary:

- a) holding the hand, arm or elbow of a child who needs additional guidance to walk around the school
- b) When comforting a distressed pupil. This should be done from the side and always with an awareness of the child's response to touch and with their consent
- c) When a pupil is being congratulated or praised (hand shake for example)
- d) To demonstrate how to use a musical instrument
- e) To demonstrate exercise or techniques during PE lessons or sports coaching;
- f) To give first aid
- g) Intimate care (see Intimate Care Policy)

Physical Intervention

This may be used to divert a pupil from a destructive or disruptive action, for example guiding or leading a pupil by the arm or shoulder where the pupil is compliant.

Physical Control/Restraint

This will involve the use of the minimum degree of force necessary for the shortest possible period of time when there is a risk to children, staff or property. All such incidents must be recorded and be stored in an accessible way. If at all possible, more than one member of staff should be present if physical restraint is necessitated. The level of compliance from the pupil determines whether or not the interaction is an intervention or a control/restraint.

4. Strategies for Dealing with Challenging Behaviour and Escalating Situations

- a) Staff consistently use positive strategies to encourage acceptable behaviour and good order, in line with the Canon Barnett's positive behaviour Policy. Every effort will be made to resolve conflicts positively.

b) Staff should be able to justify that strategies other than force have been attempted and proved ineffective or would have been impractical. Furthermore, staff should recognise that restraint is only a small part of a wider spectrum of positive framework that may include use of space, safe environments, diversions, calm stances and postures, non-threatening facial expressions, low tone, volume and pace in communication, careful use of words, and physical reassurance and prompts.

c) Consideration of these strategies should be maintained during and after the need for physical contact. As soon as it is safe, any hold or restraint should be gradually relaxed to allow the pupil to regain self-control. The pupil should be informed about what will happen next and be offered reassurance and encouragement to remain calm. In this way the pupil will be more likely to see the restraint as an act of care.

d) All members of school staff have a legal power to use reasonable force. (Section 93, Education and Inspections Act 2006).

e) The 1996 Education Act (Section 550 A) stipulates that: A member of the staff of a school may use, in relation to any pupil at the school, such force as is reasonable in the circumstances for the purpose of preventing the pupil from doing (or continuing to do) any of the following:

- committing any offence
- causing personal injury to, any person (including the pupil himself)
- engaging in any behaviour prejudicial to the maintenance of good order and discipline at the school or among any of its pupils, whether that behaviour occurs during a teaching session or otherwise.

This applies where a member of staff is on the school premises and elsewhere at a time when, as a member of school staff, that adult has lawful control of the children concerned, for example, on a school trip.

f) The decision on whether to physically intervene is down to the professional judgement of the adult concerned. Whether the force used is reasonable will always depend on the particular circumstances of the case. The use of force is reasonable if it is proportionate to the consequences it is intended to prevent. This means the degree of force used should be no more than is needed to achieve the desired result. (DfE guidance document 'use of reasonable force', 2013)

g) Individual members of staff cannot be required to use physical restraint. However, as teaching and support staff work in 'loco parentis' and should always operate with an appropriate 'Duty of Care', It might be argued that failing to take action (including a failure to use reasonable force) may in some circumstances breach that duty. (DfE guidance document 'use of reasonable force', 2013)

6. Authorised staff Section 550A of the Education Act 1996 permits adults who have lawful charge or control of children to use reasonable force to control or restrain them.

These include:

- a) teachers
- b) family support workers
- c) teaching assistants
- d) representatives from outside agencies eg HSLW (Home School Link Worker)
- e) other adults who may be working with children either on school premises or accompanying them on out of school activities, eg during field trips or on school journeys.

Wherever possible Physical Restraint should only be used by those with appropriate training. However, it is acknowledged this may not always be possible and physical restraint may be used as an emergency measure by someone without appropriate training to ensure the safety of children in their care.

Any physical intervention should be conducted making reasonable adjustment for students with SEN or disabilities. The child's Plan will take this into account. In this instance, someone with appropriate training should be called for immediately.

7. Recording

- a) School keeps a record of all incidents where physical intervention involving the use of force against resistance from a child has been necessary (see Appendix 3). The record should be completed by the end of the working day on which the Incident took place. A member of the Leadership Team will be told at the earliest possible time after an incident. Parent/carers will be informed. The adult involved may seek guidance from a senior colleague and/or their trade union representative before filling in their report.
- b) A member of the Leadership Team will discuss the incident with any children or staff who were present using the Incident Form (Appendix 2). In line with our commitment to working with parents, we aim to maintain an open discussion during any relevant procedure which may follow an incident.
- c) School will regularly review the number and type of incidents in which physical intervention and/or restraint has been necessary. This will be used to ensure that there is adherence to this policy and to identify improvement needed in other policies and procedures of the school.

8. Sharing of information

All members of the school community should know of the existence of this policy. In principle, as few people as possible should know of any specific incident and staff should maintain confidentiality to the greatest possible extent. This is to enable governors and staff involved in any consequence or complaint to do so without having acquired hearsay knowledge.

9. Monitoring Incidents Where Physical Restraint Is Used

The Head Teacher will monitor records of any incidents in order to:

- a) Identify any patterns of behaviour resulting in the use of physical intervention
- b) Review the levels of staff awareness of and compliance with the school policy
- c) Inform staff training needs
- d) Explore the relationship between the use of physical intervention and behaviour in school
- e) Governor's Teaching & Learning committee may monitor incidents where physical restraint is used

10. Action after an Incident

The Head Teacher will ensure that each incident is reviewed, investigated and recorded as stated above. If further action is required, this will be pursued through the appropriate procedures which may include:

- a) Safeguarding & Child Protection Policy
- b) Dealing with Allegations against Staff Policy
- c) Behaviour Policy
- d) Exclusion Procedure

11. Injury to the Child

Whilst the physical techniques are intended to reduce risk, there is always risk when two or more people engage to use force to protect, release or restrain. Team Teach techniques seek to avoid injury to the child, but it is possible that bruising or scratching may occur accidentally, and these are not to be seen necessarily as a failure of professional technique, but a regrettable and infrequent side effect of ensuring that the child remains safe. Any such injury will be reported using the 'Physical Restraint Form (see appendix 3)'. Any injuries to children as a result of incidents involving restraint will be reported to the headteacher if in a school.

A first aider may be called upon to implement First Aid or seek further guidance in the event of an injury or physical distress arising as a result of a physical intervention.

12. 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. Complaints following a dispute about the use of physical intervention by an adult should be pursued in accordance with the Complaints Policy. This policy should be read alongside the following documents:

The Canon Barnett Vision and Aims, Safeguarding & Child Protection Policy, Anti-Bullying Policy, Health and Safety Policy, Special Educational Needs & Disability Policy, Behaviour and Policy, Accessibility Policy and Equalities Plan, Intimate Care Policy, Sex and Relationships Policy, Complaints Policy, Whistle Blowing Policy, Data Protection, and Dealing with Allegations Against Staff.

Appendix 1

Advice for staff

1. At Canon Barnett School,, we believe that physical intervention and/or restraint should be the last resort. In the majority of cases de-escalation and diffusion are the appropriate methods of dealing with situations that might result in a threat to the health and safety of any individuals. On extremely rare occasions it may be appropriate for staff to intervene physically with or between pupils.

These include: Injury, or risk of injury, to another pupil Injury, or risk of injury, to a member of staff Serious damage to property that would result in harm to a person.

2. Any intervention should be a last resort and be proportionate, reasonable and appropriate, and be done with the aim to reduce not provoke.

3. All staff owe a duty of care to pupils. To take no action, where the outcome is that a pupil injures him/herself, or another, including staff, could be seen as negligence.

4. Members of staff facing confrontational situations with pupils are reminded that the following behaviours can either reduce or inflame incidents, and that a brief moment of risk assessment may allow the time to decide on the appropriate action necessary.

5. Staff are strongly advised not to physically stop pupils from leaving their room if the member of staff considered that there would be a risk of physical harm to themselves.

6. Remaining calm – the ability to try and remain calm and appear relaxed is less likely to provoke. A relaxed posture and a non-threatening stance, i.e. not toe-to-toe, are recommended.

7. Awareness of Space – try to be aware of the space around you and avoid stepping into another individual's personal/intimate space. Try to take a step back outside the circle of danger.

8. Pacing and Chasing – angry people often pace around in tense situations and staff should try to avoid the temptation to follow as they attempt to help them calm down. This can be counter-productive as it may trigger a 'chase' response and drive the other person away. Where possible it is preferable for the staff member to stand still, speaking calmly, clearly and confidently – or even sit down.

9. Intonation - when people are anxious or angry they tend to talk faster, higher and more loudly. In a potential crisis situation staff need to deliberately speak slower, lower and more quietly

10. Help Script

Connect by using pupil's name

Recognise the feelings

Tell the pupil you're there to help

You talk and I will listen

Give direction

11. Diffusing body language responses

Distance yourself from the children

Sideways stance

Step back

Intermittent eye contact

Relaxed body posture

Palms open

Calm Stance

Take time to step back from a situation, both physically and emotionally to consider your response.

Time to make a 'dynamic' risk assessment and seek assistance

Allows other person 'take up' time to make their own choices

Whenever possible assistance will be sought from another member of staff before intervention

Physical intervention

The form of physical intervention may involve adults doing the following:

- Physically interposing themselves between children
- Blocking a child's path
- Escorting a child
- Shepherding a child away

14. In the event of a serious incident

Staff should:

- Make their presence felt – "stop fighting, stop fighting"
- Send for assistance

- Spell out sanctions
- Remove other children away
- Be a witness
- Intervene physically if confident and having assessed the degree of risk.

Appendix 2: Incident Form

Canon Barnett Primary School

Incident Log

Date:	Child: Year/Class:	Reporting adult:
Level :		
Consequence:		
Incident: -		
Reported to: Headteacher <input type="checkbox"/>	Deputy Headteacher <input type="checkbox"/>	Assistant Headteacher <input type="checkbox"/>
Further Action -	When/by whom?	

Signed by Leadership Team:

Appendix 3: Physical restraint form

Canon Barnett Primary School: Physical Restraint Form

This will involve the use of the minimum degree of force necessary for the shortest possible period of time when there is a risk to children, staff or property. All such incidents must be recorded and be stored in an accessible way. If at all possible, more than one member of staff should be present if physical restraint is necessitated. The level of compliance from the pupil determines whether or not the interaction is an intervention or a control/restraint.

Staff Member Completing Form	
Date and Time of Report	
Date and Time of Incident	
Location of Incident	
Student Name	
Class	
Age	
Gender	
SEND needs?	
Staff involved in incident	
Please highlight the efforts made to de-escalate the situation and alternatives to physical restraint attempted	<ul style="list-style-type: none"> ● Managing of environment ● Caring gesture ● Give time/space ● Speaking calmly ● Redirection ● Active listening to the child ● Prompting a behaviour change ● Planned ignoring of behaviour <p>Other (please state):</p> <p>None (explain why):</p>
Why do you believe these strategies did not mitigate the behaviour?	
Please describe the nature of	

the incident	
Please describe the type of physical restraint used	
Please highlight any possible factors contributing to the adverse behaviour	<ul style="list-style-type: none"> ● Tired ● Hungry ● Told No ● Given an instruction ● Given criticism ● Change in routine ● Other (please state):
How effective was the use of physical restraint to deescalate the situation? (Please highlight)	<ul style="list-style-type: none"> ● Very effective ● Somewhat effective ● Effective ● Somewhat ineffective ● Very ineffective
After a team debriefing, these planned positive behavioural intervention should be used to reduce the future needs for physical restraint	<ul style="list-style-type: none"> ● Managing of environment ● Caring gesture ● Give time/space ● Speaking calmly ● Redirection ● Active listening to the child ● Prompting a behaviour change ● Planned ignoring of behaviour <p>Other (please state)</p>