



Positive Handling and Physical Intervention Policy

Care and Control and the Use of Force

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Statutory Policy: No

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1.0 Policy Statement

- 1.1 This policy is based on DfE “The Use of Reasonable Force July 2011”.
- 1.2 At Pitcheroak School we work to ensure each individual pupil is able to reach his or her potential. Every child is entitled to learn and every teacher is free to teach in an environment that is safe, secure and free from distraction. The guiding principles to achieve this should be established in the settings policy on positive behaviour management.
- 1.3 Staff at Pitcheroak School are committed to providing the highest standards in protecting and safeguarding the welfare of children and young people entrusted to its care. We recognize there is a need in line with the DfE “The Use of Reasonable Force July 11” to intervene when there is an obvious risk of safety to pupils, staff and property.
- 1.4 For the most part this is achieved through the fostering of good relationships, and the normal application of positive behaviour management to support and intervene. However, in exceptional or extreme circumstances this may involve the use of reasonable force.
- 1.5 It should be emphasized that if used at all, restraint (referred to in this document as **Positive Physical Interventions (PPI)** should be seen in the context of a further positive action of care and concern. In line with DfE “The Use of Reasonable Force July 2011” it is used as a **‘last resort’** option and in the most extreme cases, other strategies will always have been attempted first.
- 1.6 As best practice regarding PPI this policy should be considered alongside other relevant school policies, especially those involving behaviour, health and safety and child protection.

2.0 Staff Training

The Positive Behaviour Team LTD organises and delivers the PPI training programmes

Training for all staff will be made available. No member of staff will be expected to undertake the use of positive physical intervention without appropriate training. Prior to the provision of training, guidance will be given on action to be taken. Arrangements will be made clear as part of the induction of staff and training will be provided as part of ongoing staff development.

3.0 What is The Real Use of Reasonable Force to control Pupils?

3.1 Teachers and other persons authorised by Senior staff have charge of pupils and may use reasonable force to prevent pupils:

- Causing injury to themselves or others
- Committing a criminal offence (including behaving in a way that would be an offence if the pupil were not under the age of criminal responsibility)
- Causing disruption by engaging in behaviour, which is seriously prejudicial to good order and discipline.
- Significant damage to property.

3.2 Reasonable force has no legal definition but:

- Staff must take into account the circumstances of the incident, age, sex and development of the pupil.
- The degree of force must be proportional to the seriousness of the situation, behaviour or consequences it is intended to prevent, and always be the minimum force needed.
- Force could not be justified for a trivial misdemeanor or a situation that could be resolved without it.
- Everyone has the right to self-defence provided they do not use a disproportionate degree of force.
- Corporal punishment is illegal.

4.0 Objectives of this Policy

4.1 To provide all staff, governors, parents and pupils with an understanding of care and control and the use of force.

4.2 To emphasize that the use of PPI is:-

- Part of a positive care and control approach to discipline and welfare.
- **Last resort** or a **necessary** expedient option to be used in extreme circumstance.

4.3 To ensure that all members of staff or authorized persons who may have to positively handle pupils clearly understand the options and strategies open to them.

5.0 Who Can Use Reasonable Force?

5.1 We recognise that most of the time PPI will be used infrequently, that is, as a **last resort** to maintaining a safe environment.

5.2 All teaching staff is by the nature of their roles authorized to use PPI as appropriate.

5.3 Non-teaching staff require specific authorization. This authorization can only be given by the Head Teacher or someone deputizing in his/her absence. In this school all staff are authorized to use PPI. Authorisation is not given to volunteers, students or parents.

5.4 Authorised staff are staff who are completely up to date with their Team Teach training. A list of fully trained staff can be made available upon request from the CPD lead at school.

6.0 Circumstances when Reasonable Force Might be Appropriate?

6.1 We recognise that some children may not be able to control their reaction to events as well as others and at times may place themselves or others at risk through their uncontrolled behaviour. As indicated in 2.1, reasonable force might be appropriate when:

- Action is necessary in self-defence or because of imminent risk or injury. Examples:-
 - Pupil attacks a member of staff, another pupil, attempts self-injury, pupils are fighting.
 - Pupil running in classroom or corridor in a way that is likely to cause injury to self or others.
- There is a serious and developing risk of damage to property, including the pupil's own property. Examples:-
 - Pupil persistently refuses to follow an instruction to leave the classroom.
 - Pupil is behaving in a way that is seriously disrupting a lesson.

6.2 N.B. Wherever possible early support from colleagues will be sought. Single handed intervention increases the risk of injury to both parties and does not provide the person intervening with the support of a colleague acting as a critical friend.

6.3 Strategies other than force will be considered. Examples:-

- Providing the disruptive pupil with a choice of locations to exit to
- Giving clear directions
- Allowing "take up" time thus allowing a "face saving" opportunity
- Removing the audience, ie., requesting that other pupils leave the room
- Implementing Team Teach help protocol/script so that another member of staff takes over the strategic lead of the incident, if he/she feels it is appropriate to do so.

7.0 Procedures and Practical Considerations During Specific Incidents with the setting

7.1 Wherever practicable staff are expected to:

- Use calm and measured approach
- Give clear direction to the pupil
- Seek assistance from other colleagues at as early a stage as possible
- Staff who become aware that another member of staff is intervening physically with a pupil have a responsibility to provide a presence and to offer support and assistance should this be required
- Try to defuse the situation orally and prevent escalation
- Try to remove the pupil from peer audience
- Attempt to communicate with the pupil throughout the incident
- In as calm a manner as possible, explain that the reason for the intervention is to keep the pupil and others safe
- Make it clear that PPI will stop as soon as the pupil calms and the risk assessment indicates it is no longer necessary
- If it is not possible to control the extreme pupil without risk of injury to yourself or others, remove the other pupils who may be at risk and summon assistance.

8.0 Application of Force During Specific Incidents

8.1 Methods that staff **may use** in appropriate circumstances where a risk assessment judgement supports this:

- Shepherding a pupil away by a light touch on the elbow or near the shoulder
- “Guiding” – remembering this is the positive application of force to control a pupil and would be used in rare circumstances, eg., if the pupil is in extreme danger and no other alternative is available, or where reasonable force is used to assist a pupil’s movement.
- Holding – for security and to reduce anxiety where there is potential risk, even if the pupil is not yet out of control. The purpose is to defuse or prevent escalation.
- When intervening staff should take care that their actions should in no way be capable of being interpreted as aggressive. All holds are devised to minimize the risk of injury. They should not cause pain.
- Where pupils are presenting with more challenging behaviour which may require more restrictive holds, it is important that these techniques have been delivered by appropriately qualified Teach Team instructors in line with Team Teach protocols.

- 8.2 Staff **may not** carry out action that might reasonably be expected to injure by:
- Holding a pupil around the neck, or by the collar, or in any other way that might restrict the ability to breathe.
 - Slapping, punching or kicking a pupil
 - Twisting or forcing limbs against a joint
 - Tripping a pupil
 - Holding or pulling the pupil by the ears or hair.

8.3 Other considerations for **non urgent situation** where the risk to the people or property is not imminent:

- Consider carefully whether positive handling is the right course of action
- Try to deal with the situation through other strategies before using force
- Try to defuse and calm the situation to establish good order; the use of positive handling could lead to an escalation of the problem
- Take into account the age, understanding, personal characteristics of the pupil
- The use of positive handling to enforce compliance is likely to be increasingly inappropriate with older pupils
- Never use force as a substitute for good behaviour management
- In non urgent situations force should only be used when all other methods have failed

9.0 Reporting and Recording Incidents

9.1 Should an injury occur as a result of an incident at school, immediate steps will be taken to secure appropriate medical attention. This will be reported and recorded in accordance with Worcestershire policy and outlined in the Appendix.

9.2 All incidents that result in restraint (where a child has to be held) will be recorded in detail on the schools Sleuth system within 24 hours. Followed by Care and Control form within 48 hours. A Positive Handling Plan needs to be put in place or reviewed accordingly.

9.3 Restraint is **“the positive application of force with the intention of overpowering the client” (DOH 4/93 Section 5.2).**

9.4 The member of staff concerned will report the matter orally to the Head Teacher or a senior member of staff as soon as possible. The incident will be recorded by staff at the earliest opportunity.

- 9.5 A staff member will inform parents/carers about the incident by the end of the school day. This will be by phone, letter, home-school book or planner.
- 9.6 An electronic log will be kept of any occasion when PPI is used. SLEUTH. A hard copy is also kept in a locked cupboard in the admin corridor for 75 years as recommended by Team Teach. Incidents on Sleuth will be reviewed by the Senior Leadership Team on a weekly basis and control measures and possible training or further training needs agreed.
- 9.7 A copy of the Positive Handling Plan will be placed in the pupils file.
- 9.8 When PPI has been used and pupils have been held using Team Teach techniques reports will be completed using the Sleuth system. Regular summaries are sent to the

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10.0 Debriefing Following Serious Incident

- 10.1 Pupils and members of staff will be checked for any sign of injury and first aid will be administered.
- 10.2 The pupil will be given time to become calm while staff continue to supervise/observe him/her. When the pupil regains complete composure, a senior member of staff and staff involved in the PPI will discuss the incident with the pupil and try to ascertain the reason for it.
- 10.3 All members of staff involved will be allowed a period to debrief and recover from the incident. This may involve access to external support. A school based debrief system is in place.

11.0 Other Procedures Concerning Incidents

- 11.1 If necessary and appropriate the Chair of Governing Body will be informed/consulted.
- 11.2 Help, support and reassurance will be given where appropriate to any persons involved.
- 11.3 Where possible an attempt will be made to help the pupil modify their behaviour.
- 11.4 Where possible, the pupil should apologise, this should be meaningful or appropriate. If this cannot be undertaken then other consequences/sanctions reparations and monitoring should take place.

12.0 Planning For Incidents and Meeting Training Needs

- 12.1 If we are aware that a pupil is likely to require PPI on more than one occasion in a half term we will plan how to respond in line with Team Teach protocols and guidance. This can include involving the parents to ensure they are clear about what specific action we might need to take and obtaining medical advice if the child has any specific health needs. A risk assessment and a Risk Reduction Plan will be drawn up, in consultation with all concerned and included as part of the pupil's Personal Educational Plan (PEP) or Pastoral Support Plan (PSP). It will be regularly reviewed on a half termly basis.
- 12.2 Staff involved will, through risk assessment, have identified their training needs in this area. In cases where it is known that a pupil will require PPI appropriate training will be provided (accessed through the PPI)

13.0 Arrangements for Informing Parents

- 13.1 Thereafter, a section about the school's legal duty to maintain a safe environment and the possible use of positive handling (as a very last resort) with the pupil will be included in the School Information Booklet.
- 13.2 As indicated in 10.1, for some children there may be the need to use specific techniques to routinely manage their challenging behaviour. This will be recorded in their PIP, Risk Reduction Plan or PSP. Such arrangements will be fully discussed with parents/carers, on an individual basis, in advance of their implementation. All intervention will be routinely recorded and monitored.

13.3 All parents will be informed of a significant incident where positive handling is used with a pupil.

14.0 Physical Contact with Pupils in other Circumstances

14.1 Staff must be sensitive to matters relating to culture and gender issues and any known individual characteristics or special circumstances relating to pupils.

14.2 Some physical contact may be necessary e.g. during PE lessons, sports coaching or DT, or if a member of staff has to administer first aid or medication.

14.3 Young children and children with SEN may need staff to provide physical prompts to help.

14.4 Physical contact must always be age appropriate and done openly.

15.0 Complaints

15.1 This policy is in accordance with the DfE “The Use of Reasonable Force July 2011”, as such, those acting in accordance with it, providing they act in good faith, working within the authority guidelines, will be positively supported in their actions.

15.2 Involving parents when an incident occurs and has our clear policy about physical contact with pupils that staffs adhere to will help avoid complaints from parents. Providing staff with approved training will help.

15.3 All complaints will be recorded and followed up by the Head Teacher or their representative in the first instance. Where appropriate the Authority will be notified/kept informed.

15.4 All complaints or dispute about the use of force by a member of staff might lead to an investigation under disciplinary procedures or by the Policy under Child Protection procedures.

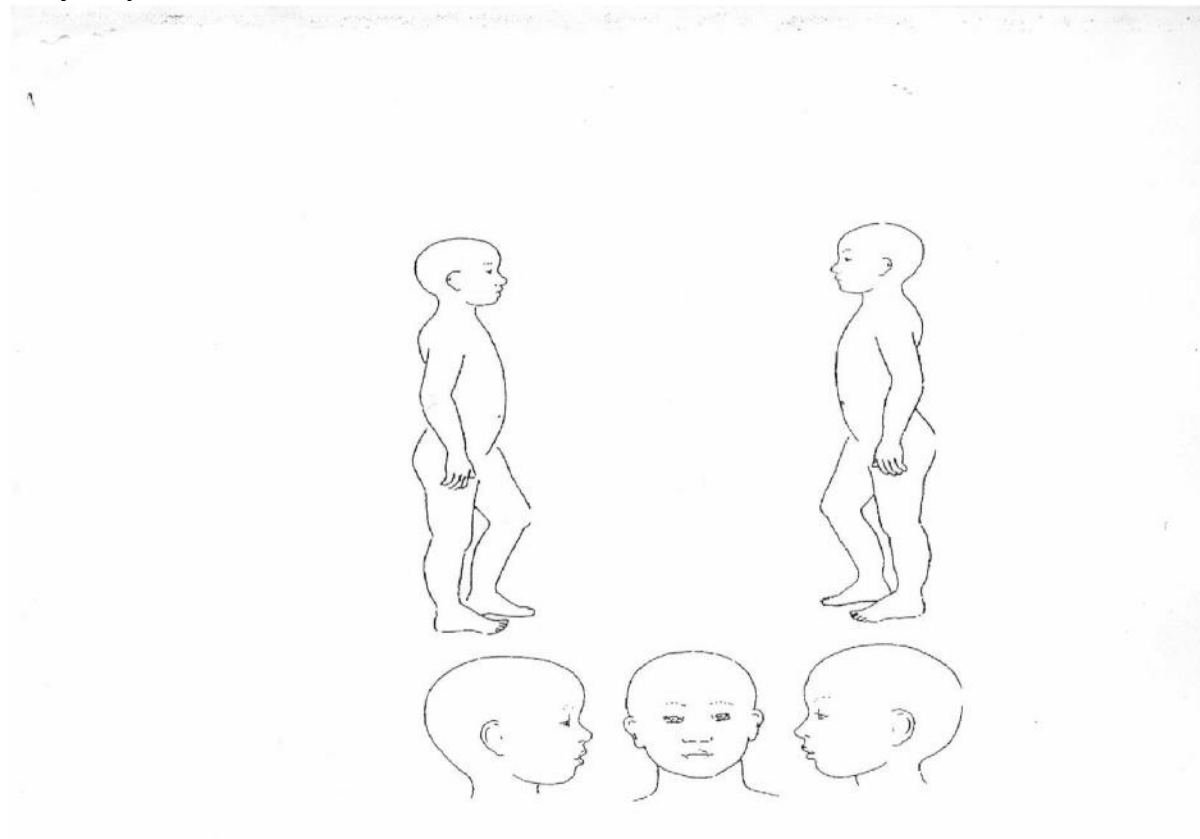
16.0 Review

This Policy will be regularly monitored and reviewed by the Head Teacher and Governing Body.

Appendix 1

School: _____

Body Map:



Details of injuries as marked on Body Map:

Body Map Completed By:

Name: _____

Date: _____

Time: _____

Head Teachers Signature: _____

Date: _____

Appendix 2

Recording Accidents/Incidents

Pupil Accident

1. For a minor pupil injury you or the First Aider need to complete the green Accident Book which is kept in the Admin corridor and then make sure the accident slip goes home with the pupil.
2. If the accident happens during an incident then you must record this on Sleuth within 24 hours and the Sleuth number should be recorded in the green pupil Accident Book.
3. If it is a serious injury i.e. the pupil has to go to hospital, then a PAF01 form needs to be completed, which is also kept in the admin corridor. All forms to be returned to the SBM for Headteacher approval.

Staff Accident

1. For a minor or significant injury you need to complete the RIDDOR form which is kept in the admin corridor. All forms to be returned to the Headteacher.

If you are unsure where to record an accident/injury please speak to the School Business Leader or Office Manager. For any Sleuth queries please speak to the Pastoral Support Department.

If any accident form is completed as a result of a Sleuth entry please ensure that the "Accident Book completed" box is ticked and the Office Manager will enter the Medgate number in the comments box on Sleuth.

The Office Manager records all accidents on Medgate the Worcestershire County Council approved recording system.

PPI records will be kept by the school for a period of time in line GDPR.