

# Positive Handling Policy



Approved by:	[Kelly Butler]	Date: [30. 01. 2023]
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## 1. Aims

At KB Education Ltd, namely Phoenix Alternative Provision, there are children with challenging behaviour that can necessitate the use of restrictive physical intervention to prevent injury to themselves, staff and children, damage to property, or the breakdown of a safe and enjoyable learning environment.

The aim of positive handling is not punishment or control but to support safe learning for everyone.

We pride ourselves at Phoenix on providing a safe learning environment for our pupils. Sometimes, some of our children may get anxious or agitated – we will do our best to help pupils to calm down using communication skills, distraction techniques and removing triggers where possible. However, there may be times when children need more help to calm down – this may require staff physical support to ensure the pupil's own safety, the safety of other pupils and staff, or that property is not seriously damaged. This can require physical interventions.

At Phoenix, we have adopted the Team Teach approach to manage challenging behaviour. Most of our teaching and non-teaching staff have been trained in the use of this approach and regular refresher training is provided to ensure staff are up to date. All incidents where children need to be held to help them to calm down are recorded in school and parents are informed as a matter of course. Children who are likely to need help in this way will have an individual Behaviour Management Plan that will be discussed with you and consistently followed by all school staff. We will also ask you to share this information with other people/agencies supporting your son/daughter, e.g. transport, respite, link family, etc.

The policy has been written to support all staff who come into contact with children and for volunteers working within the provision to explain the provision's arrangements for positive handling. The policy is available to parents on request and on the website.

## 2. Values and Principles

KB Education Ltd believes that everybody in our community:

- has the right to feel safe, secure and cared for
- has the right to access to appropriate support to manage their emotions and their behaviour
- should be provided with a framework so that all staff who come into contact with children are clear about their roles and responsibilities within the context of

positive handling

- should be provided with information and guidance to support Phoenix's Child Protection, Safeguarding and Behaviour Policies

**Staff have a responsibility to follow this policy and to seek alternative strategies wherever possible in order to prevent the need for physical intervention.**

Reasonable force will only be used as a last resort when all other behaviour management/ de-escalation strategies have failed or when children, staff or property are at risk.

Unless an unplanned emergency, positive handling should only be carried out by Team Teach trained staff using appropriate procedures and relating to the child's individual positive handling plan.

In the case of an unplanned emergency, restrictive physical intervention may become necessary when a child or young person behaves in an unexpected way, the child or young person may not have a behaviour plan and trained staff may not be on hand. The duty of care still remains if appropriately trained staff are not on hand to assist the child or young person. The response must be **reasonable, proportionate and necessary** and use the minimum amount of force necessary to prevent injury and maintain safety, consistent with the circumstances and with any training the staff may have received.

### 3. Relevant legislation

The use of all forms of physical intervention and physical contact are governed by the criminal and civil law. The unwarranted or inappropriate use of force may constitute an assault. In addition, it may infringe the human rights of a child or young person. [Section 93 of the Education and Inspections Act 2006](#) enables provision staff to use reasonable force to prevent a child from:

- a. committing a criminal offence
- b. causing personal injury or damage to a property
- c. prejudicing the maintenance of good order and discipline at the provision or among the children, whether during a teaching session or otherwise.

As included in the [DFE 2010 guidance on 'The use of force to control or restrain children'](#) seclusion should only be considered in exceptional circumstances and it is an offence to lock a person in a room without a court order. Therefore, at no time should the door be locked as to do so is unlawful and can amount to the false imprisonment of a child.

## 4. Government Advice Informing This Policy

### Use of Reasonable Force: Advice for Head teachers, staff and governing bodies (July 2013)

- 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 children.
- Force is usually used either to control or restrain. This can range from guiding a child to safety by the arm through to more extreme circumstances where a child needs to be restrained to prevent violence or injury.
- 'Reasonable in the circumstances' means using no more force than is needed.
- Control means either passive physical contact, such as standing between children or blocking a child's path, or active physical contact such as leading a child by the arm out of a classroom.
- Restraint means to hold back physically or to bring a child under control.
- Staff should always try to avoid acting in a way that might cause injury, but in extreme cases it may not always be possible to avoid injuring the child.

Staff can use reasonable force to:

- remove disruptive children from the situation where they have refused to follow an instruction to do so;
- prevent a child behaving in a way that disrupts an event;
- prevent a child leaving the classroom where allowing the child to leave would risk their safety or lead to behaviour that disrupts the behaviour of others;
- prevent a child from attacking a member of staff or another child
- restrain a child at risk of harming themselves through physical outbursts.
- stop a child behaving in a way that is seriously disrupting a lesson, causing distress to the children and/or a breakdown of order

Provisions cannot use force as a punishment – it is always unlawful to use force as a punishment.

## 5. Staff Training

- All staff are trained in Team Teach so that their use of physical restraint /positive handling falls within safe and statutory guidelines.
- We also train staff in legal requirements and general advice on managing behaviour.
- Staff have a duty to inform the Head of Phoenix of any injuries which affect their ability to handle children.
- Training for all staff will be made available and will be the responsibility of the Director to arrange and review regular refreshers.
- No member of staff will be expected to undertake the use of reasonable force

without appropriate training.

- KB Education Ltd acknowledges that physical techniques are only a part of a whole setting approach to behaviour management.

## **6. Recording**

Where physical control or restraint has been used a record of the incident will be kept. If there is a serious incident involving a child, not involving physical intervention, it must also be recorded. This record should be made on CPOMS.

An incident form needs to be completed as soon as possible after the incident, prior to staff going off duty.

- Parents will be informed by telephone.
- Phone calls need to be logged on CPOMS
- A Health and Safety Accident/Incident Form will be completed and returned to the Authority in situations where injury has occurred to either members of staff or children. Staff and children will be given basic first aid treatment for any injuries that require treatment. Where staff and children have been involved in an incident involving reasonable force, they should have access to emotional support. This can be provided by other members of staff or if an exceptionally serious incident occurs then a referral to Occupational Health may be necessary. Debriefing must take place as soon as possible after the incident has been dealt with.

Any injuries must be recorded in the provision accident book, kept on Phoenix premises. If a member of staff needs hospital or GP attention following an incident with a child at work a form will be filled in and sent to DMBC.

The Head of Phoenix will ensure that each incident is reviewed and investigated further as required. It is the role of the provision leaders to support staff who work with children with challenging behaviour. If further action is required in relation to a member of staff or a child, this will be pursued through the appropriate procedures:

- Review of Positive Handling Plan
- Child Protection Procedure (this may involve investigations by Police and/or Social Services)
- Staff or child Disciplinary Procedures
- Phoenix Behaviour Policy
- Risk assessment if necessary
- The member of staff will be kept informed of any action taken.
- In the case of any action concerning a member of staff, he/she will be advised

to seek advice

## **7. Links to Other Policies**

This policy should be read in conjunction with:

- Child Protection Policy
- Behaviour Policy.