

Greens Norton CE Primary School

Policy for Positive Physical Intervention

Introduction

At Greens Norton Primary School we believe that everyone has the right to feel safe all of the time. Staff need to know what they are expected to do when faced with an individual in crisis. They need to know which de-escalation skills to use and what to do when these fail to bring a situation under control. Staff need techniques and methods to enable them to intervene safely when an individual is a danger to themselves, others, seriously damaging property or behaving in a way that is seriously prejudicial to the maintenance of good order and a safe environment for all concerned.

Risk cannot be eliminated but the level of risk of injury to staff and service users must be assessed and reduced where foreseeable. (Health and Safety at Work Acts 1974 & 1992) As new pupils or new potentially hazardous situations arise risk assessments must be carried out and appropriate steps taken to eliminate and reduce those risks.

All teachers working with children have a **duty of care** towards them. Failure to take reasonable steps to protect them from harm could open individuals to charges of negligence. (The Children Act, Guidance and Regulations 1989 Vol 4).

Aims

Through this policy we aim

- To promote effective, safe verbal, positive and protective techniques within a whole setting holistic response to behaviour management
- To develop acceptable and appropriate responses to serious incidents of 'out of control' behaviour in a manner that maintains positive relationships and provides safety for all
- To reduce the frequency of serious incidents involving physical controls

The purpose of a positive handling strategy should be to:

provide the minimum necessary external controls to ensure safety of people and property.

The physical techniques are based on providing the maximum amount of care, control and therapeutic support. Whenever possible, physical interventions should take place in the context of an ongoing positive relationship with the individual concerned. The message behind the intervention should be '**I care enough about you not to let you be out of control**'.

Only staff that have been trained in appropriate physical intervention should practice the techniques and there should always be two members of staff involved when serious situations develop.

This policy should be brought to the attention of any newly appointed or temporary staff working in school. A copy can be found in the school Handbook.

Any individual should be held with the minimum necessary force and for the shortest possible period.

It is important not to respond emotionally, but to remain professional and composed, to see beyond the behaviour and not to view any actions as personal.

Physical intervention is always a **last resort** and all other behavioural strategies should be used before physical interventions.

Values that should underpin behaviour management strategies

All individuals have the right to be

- Treated with respect, understanding and dignity
- Treated with quality care and as an individual
- Kept informed and involved
- Kept safe and provided with boundaries and limits
- Treated fairly, openly and honestly
- Treated with humanity, compassion and courtesy

- Treated ethically, empathetically and supportively
- Treated with appreciation of worth
- Treated with fairness and firmness when needed

Types of incident where the use of force may be necessary

- Action due to imminent risk of injury
- Action due to imminent risk of significant damage to property
- Action where a pupil is compromising good order and discipline

Incident Management

Risk assessments will be carried out for any new pupil coming to the school and for any pupil who begins to experience difficulty in managing their own behaviour and is presenting a risk to themselves, others or property. An incident management plan will be produced for individual pupils and will include clear guidance on the steps to be taken to manage a dangerous situation, including the de-escalation process and personnel who will be involved.

Recording and Reporting

All incidents involving restraint should be reported, recorded, monitored and evaluated (see appendix 1 Recording of Incidents). In the extreme instance of the school staff being unable to manage the behaviour of the pupil, fixed term exclusion will be enforced to allow the school an opportunity to seek further guidance and to develop strategies to try to prevent this level of escalation in violence from re-occurring. The headteacher will make this decision and follow the procedures required according to guidance from NCC and the DFES. Fixed-term exclusions must be reported to NCC on a termly basis. A pupil may be excluded for up to 5 days in any term on a fixed term basis.

Ratification Date:

Review Date: