



DIOCESE OF CHESTER

**ASTBURY ST MARY'S
CHURCH OF ENGLAND PRIMARY SCHOOL**

**Positive Handling Policy
2017**

March 2017



Positive Handling Policy

Introduction

Positive handling describes the full range of Team-Teach strategies used to de-escalate, defuse and divert in order to prevent violence and reduce the risk of injury to staff and children.

Positive handling is underpinned by documentation which, in addition to allowing access to education for all, supports the child and aims to provide security and safety, allowing for recovery, repair and reflection for all concerned.

All strategies to deal with challenging behaviour are based on providing the maximum amount of care, control and therapeutic support.

'I care enough about you to help you stay in control.'

Training

Two staff members, Mrs Worswick and Mrs Armit, are trained in positive handling led by Team-Teach trainers (www.team-teach.co.uk). The purpose of Team-Teach training is to support adults' understanding and management of challenging behaviour, teaching physical techniques within a holistic de-escalation approach, in order to encourage the promotion of socially acceptable behaviours for all concerned.

It is about how adults show restraint rather than apply it!

Additional support

At this school the following support structures are in place:

- Positive handling plans kept on file to ensure all relevant information about each pupil is available to all members of staff working with them.
- Risk assessments for children with challenging behaviour
- Weekly briefing sessions to update staff on current issues and share information regarding positive handling and behaviour.
- Debrief sessions after a crisis with the pupil(s) and staff involved, reflecting on how the crisis was managed by all involved and identifying any points for review or learning.
- Termly refresher meetings in the Team-Teach strategies and techniques for trained staff, and continuous review by senior leadership team to inform these.

Positive handling plans

All pupils who have been identified as presenting a risk should have a positive handling plan. The plan details any:

- Behaviour triggers
- Effective strategies
- Preferred physical interventions
- Strategies to avoid

Positive handling plans result from multi-professional collaboration in association with parents / carers and the child, if appropriate. They are continually reviewed and altered depending on the child's changing needs. The senior leadership team will regularly review the list of children requiring a positive handling plan.

Challenging behaviour risk assessments

All pupils who have been identified as presenting a risk should have a challenging behaviour risk assessment. The risk assessment details:

- Summary of incidents
- Behaviours that cause a concern
- Triggers to behaviours
- People most likely to be at risk
- Control measures to reduce the risk
- Interventions to manage the risks

Responding to unforeseen emergencies

The school recognises that there are unforeseen or emergency situations which may cause the need for a physical intervention. The key principals are that any physical intervention should follow a dynamic risk assessment and be

- In the best interest of the child
- Reasonable and proportionate
- Intended to reduce risk
- The least intrusive and restrictive of those options available which are likely to be effective

The post-incident support structure for pupils and staff

People take time to recover from a serious incident. Immediate action should be taken to ensure medical help is sought if necessary. All injuries should be reported and recorded using the school's system (injury in itself is not evidence of malpractice). Time needs to be found for both staff and pupils for recovery and for the possible depression that will follow a distressing incident as well as the time needed to repair relationships. ***The outcome of a serious incident can be learning, growth and strengthened relationships.***

Complaints

The school has a formal complaints procedure, which outlines how the staff, parents and young people can express their concerns appropriately: this includes complaints regarding inappropriate physical interventions. Any staff concerns regarding the welfare of children should be taken to the designated person for child protection. Any safety concerns should be reported to the designated person for health and safety.

Recording

Whenever a physical intervention is used the incident must be recorded in the serious incident book. All staff involved in an incident should contribute to the record which should if possible be completed within 24 hours. Data entered is kept indefinitely in case it forms part of an investigation.

Monitoring and evaluation

The senior leadership team will ensure that each incident is reviewed and instigate further action as required. They will also carry out a termly analysis of physical intervention incidents and issues which will be reported to governors. School incident data is open to external monitoring and evaluation.

Approved for Issue

Chairman of Governors

Date

Headteacher

Date