

Date Adopted	Spring 2022
Review Date	Spring 2025



POSITIVE HANDLING POLICY	Non Statutory
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THE USE OF PHYSICAL INTERVENTION TO POSITIVELY HANDLE STUDENTS

1. INTRODUCTION

- 1.1 This policy is based on guidance outlined by the DfE in the *Use of reasonable force advice for headteachers, staff and governing bodies July 2013*. The guidance refers to Section 93 of the Education and Inspections Act 2006 which clarifies the position regarding the use of physical force by teachers and other staff working in schools, to positively handle students. Staff should also refer to the whole school Behaviour Policy.

2. RATIONALE

- 2.1 Our school is a safe, caring and inclusive environment for staff and students and we strive to promote positive attitudes to behaviour for all our school community.
- 2.2 Our Behaviour and Child Protection details the way in which we create a positive and caring ethos at Gordano.
- 2.3 Physical intervention is only ever used as a last resort when all other attempts to defuse a situation have broken down and then only with the minimum of reasonable physical intervention.
- 2.4 Some students, because of the nature of their difficulties, will need additional help to manage their behaviour, which may result in the use of physical intervention if that student is in a crisis situation ie in danger of harming themselves or others.
- 2.5 Staff will be trained and updated annually on the strategies and procedures they should adopt if all normal systems have failed ie there is such a crisis situation.
- 2.6 We are all committed to equal opportunities for all irrespective of sex, gender reassignment, race, disability, religion/belief, sexual orientation, age, marriage and civil partnership pregnancy. We will monitor the impact of this policy through the Governing Body to ensure that no group is adversely affected.

3. MINIMISING THE NEED TO USE PHYSICAL INTERVENTION

- 3.1 The whole school approaches that contribute to ensuring the need to use physical intervention is minimised include our Behaviour policy, our positive school ethos, our PSHE and tutor programmes and regular staff training of positive behaviour management strategies through staff training opportunities.
- 3.1 The Headteacher takes overall responsibility for the policy and its implementation, also for liaison with the Governing Body, parents, LA and appropriate outside agencies. In some instances, the Headteacher will delegate certain of these responsibilities to the Deputy Headteacher - Pastoral.

4. STAFF AUTHORISED TO USE PHYSICAL INTERVENTION

- 4.1 All teaching and support staff who have control or are in charge of students have a legal power to use reasonable physical intervention to prevent students committing a criminal offence, injuring themselves or others, or damaging property and to maintain good order and discipline amongst students. However, physical intervention must only be used as a last resort.
- 4.2 If practical, before intervention, a calm warning or instruction to stop should be given and every effort should be made to achieve a satisfactory outcome without physical intervention. When immediate intervention is necessary, help must be sent for in all circumstances at the earliest opportunity.
- 4.3 Some examples of situations where reasonable physical intervention might be used are:
- To prevent a student from attacking a member of staff, or another student, or to stop a fight between two or more students;

- To prevent a student causing deliberate damage to property
- To prevent a student causing injury or damage to themselves or others by accident, by rough play, or by misuse of dangerous materials or objects;
- To ensure that a student leaves a classroom where the student persistently refuses to follow an instruction to do so;
- To prevent a student behaving in a way that seriously disrupts a school sporting event or school visit.

5. KEEPING ALL STAFF ON SITE INFORMED ABOUT THE POLICY ON THE USE OF PHYSICAL INTERVENTION

- 5.1 All staff, including supply staff and staff temporarily on site who have care and control of students, will be made aware of this policy through Induction programmes Parents will be informed of this policy through the school website.

6. PLANNED/UNPLANNED INTERVENTION

- 6.1 For a small number of students with a history of severe behavioural difficulties, it may be necessary to incorporate physical intervention into a Risk Assessment for use when other de-escalation techniques have not resolved the situation. Particular consideration should be given to such students when out on school visits and trips. The Risk Assessment needs to be negotiated and agreed with the parents and the students and advice should always be sought from appropriate persons (Pastoral staff) before the trip/visit takes place in order to minimise the use of physical intervention.

7. RISK ASSESSMENT

- 7.1 **Planned Intervention** - The student will have an individual student risk assessment. The Risk Assessment will identify what behaviours and triggers the student might display and identify possible de-escalation strategies and processes to limit the need for physical intervention.

7.2 Questions that could form part of a risk assessment:

- Are there any known triggers?
- What positive interventions have been tried for this student? (eg Refocus card, agreed safe place to go)
- Are all staff who deal with this student aware of the Risk Assessment and what to do and what not to do?
- Can the situation be de-escalated? Eg, can steps be taken to remove the need to act in this situation?
- Can the need for physical intervention be avoided by removing other students?
- Does the context warrant a physical intervention?
- Would intervening make the likelihood of serious injury to staff/student or others less likely?

7.3 Unplanned intervention

There is a need for any member of staff, in an emergency situation, to make an immediate dynamic risk assessment before deciding on the appropriate action. The questions that could be part of the risk assessment would be the same as for a planned intervention.

- If the danger is to the other children and young people, and it is possible to do so, remove them from the situation
- In an extreme emergency, if there is no viable alternative, intervene using the minimum of physical intervention ie the risks associated with using physical intervention outweigh those of not using physical intervention.

8. STAFF TRAINING

- 8.1 All staff will be given guidance and training on positive behaviour management through the annual school continuing professional development programme, including whole day INSET, twilight and new staff induction programmes.
- 8.2 Decisions about the level and type of positive handling training to be delivered to staff, in addition to that above, will be taken by the Headteacher, Deputy Head and Business Manager based upon the level of risk posed by the current student body.
- 8.3 Members of the School Leadership Team and identified pastoral staff will be provided with specific positive handling training from a reputable body/provider which is updated as required.

9. POST-INCIDENT

- 9.1 All incidents must be recorded and reported using the correct paperwork. A standard school record of Incident Requiring Physical Intervention form should be completed (see Appendix 1)
- 9.2 A copy of the forms should be passed to Deputy Headteacher, Pastoral and Behaviour and Health & Safety Officer.
- 9.3 A post incident discussion is extremely important and needs to address:
 - Details of what exactly happened
 - Was the school policy adhered to?
 - Why did it happen?
 - Who was involved?
 - Is there a pattern of behaviour involved?
 - If this was a planned intervention, does the plan need changing?
 - What can be done to prevent it happening again?
 - Is there a training issue?

10. COMPLAINTS AND ALLEGATIONS

- 10.1 All complaints and allegations of misconduct arising from incidents should be directed to the Headteacher.

11. CONSULTATIONS

- 11.1 This policy has been written in consultation with staff and governors and the ratified policy will be presented to staff, parents and students and will be available on Firefly.

Date Policy adopted:7th March 2022.....

Neil Wiley

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Chair of Governors



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Headteacher

Record of Incident Requiring Physical Intervention

Name of Student:	
Person Recording the Intervention:	

Date of Incident:		Time of Incident (am/pm):	
Log Book Number:		Page in Log Book:	

Location of Incident:

Staff Members Involved:	Active/Passive		Role within school					
	Act <input type="checkbox"/>	Pass <input type="checkbox"/>	T <input type="checkbox"/>	TA <input type="checkbox"/>	HOH <input type="checkbox"/>	SUPPORT STAFF <input type="checkbox"/>	SLT <input type="checkbox"/>	HT <input type="checkbox"/>
	Act <input type="checkbox"/>	Pass <input type="checkbox"/>	T <input type="checkbox"/>	TA <input type="checkbox"/>	HOH <input type="checkbox"/>	SUPPORT STAFF <input type="checkbox"/>	SLT <input type="checkbox"/>	HT <input type="checkbox"/>
	Act <input type="checkbox"/>	Pass <input type="checkbox"/>	T <input type="checkbox"/>	TA <input type="checkbox"/>	HOH <input type="checkbox"/>	SUPPORT STAFF <input type="checkbox"/>	SLT <input type="checkbox"/>	HT <input type="checkbox"/>
	Act <input type="checkbox"/>	Pass <input type="checkbox"/>	T <input type="checkbox"/>	TA <input type="checkbox"/>	HOH <input type="checkbox"/>	SUPPORT STAFF <input type="checkbox"/>	SLT <input type="checkbox"/>	HT <input type="checkbox"/>
	Act <input type="checkbox"/>	Pass <input type="checkbox"/>	T <input type="checkbox"/>	TA <input type="checkbox"/>	HOH <input type="checkbox"/>	SUPPORT STAFF <input type="checkbox"/>	SLT <input type="checkbox"/>	HT <input type="checkbox"/>
	Act <input type="checkbox"/>	Pass <input type="checkbox"/>	T <input type="checkbox"/>	TA <input type="checkbox"/>	HOH <input type="checkbox"/>	SUPPORT STAFF <input type="checkbox"/>	SLT <input type="checkbox"/>	HT <input type="checkbox"/>
	Act <input type="checkbox"/>	Pass <input type="checkbox"/>	T <input type="checkbox"/>	TA <input type="checkbox"/>	HOH <input type="checkbox"/>	SUPPORT STAFF <input type="checkbox"/>	SLT <input type="checkbox"/>	HT <input type="checkbox"/>

T - Teacher TA - Teaching Assistant HoH - Head of House SLT - Senior Leadership Team HT - Headteacher

Other Witnesses to Intervention:	
De-escalation Techniques used:	

Verbal Support	<input type="checkbox"/>	Space Given	<input type="checkbox"/>	Reassurance	<input type="checkbox"/>	Redirection	<input type="checkbox"/>
Calm Talking	<input type="checkbox"/>	Time Out	<input type="checkbox"/>	Planned Ignoring	<input type="checkbox"/>	Distraction	<input type="checkbox"/>

Other:

Response to De-escalation: Positive Negative

Reasons for Intervention:

Immediate /potential danger to child: Immediate/potential danger to others

Serious damage to property: Other (please state):

What happened prior to intervention:

Techniques used in Intervention:

Position:	Standing <input type="checkbox"/>	Sitting <input type="checkbox"/>	Ground <input type="checkbox"/>
Is the intervention an agreed strategy linked to Risk Assessment?			Yes <input type="checkbox"/> No <input type="checkbox"/>
Details of Incident:			
Duration of Incident:		Hours	Minutes
Duration of Intervention:		Hours	Minutes

Medical Intervention: (please indicate all appropriate areas):

Breathing monitored:	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Circulation monitored:	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Injuries to student:	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Injuries to staff:	Yes <input type="checkbox"/>	No <input type="checkbox"/>
If so, what?			If so, what?		

Accident form completed?			Violence to employees form completed?		
Yes <input type="checkbox"/>	No <input type="checkbox"/>		Yes <input type="checkbox"/>	No <input type="checkbox"/>	
Seen by:	F/Aider <input type="checkbox"/>	GP <input type="checkbox"/>	Seen by:	F/Aider <input type="checkbox"/>	
School Nurse <input type="checkbox"/>	Casualty <input type="checkbox"/>		Casualty <input type="checkbox"/>	GP <input type="checkbox"/>	

Action taken after the incident:

Alterations made to Risk Assessment:	Yes <input type="checkbox"/>	No <input type="checkbox"/>
If so, what?		

Staff debrief completed: (completed by the Head Teacher/Deputy Head Teacher)	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Student debrief completed:	Yes <input type="checkbox"/>	No <input type="checkbox"/>

Staff signature(s):		Date:	
Headteacher Signature:		Date:	

Notifications:
