

## Positive Handling, Support and Intervention Policy

### Introduction

This policy has been prepared to protect all those who come into contact with pupils. It should be read in conjunction with our Policy on Behaviour and Policy on Child Protection. All staff have a responsibility to read and work in accordance with the guidance in this policy and understand their duty of care. Information about positive physical intervention will be highlighted in our prospectus.

St George's CE School recognises that there is a need, reflected in common law, to intervene when there is an obvious risk of safety to its pupils, staff and property. We define:

1. **Physical contact** as situations where proper physical contact occurs between staff and pupils, eg, in the care of pupils, in PE/games, to comfort pupils. There may be children in school for whom any physical contact is an issue. In all cases the Headteacher or SENCo will inform all staff.
2. **Physical intervention** as guiding or leading a pupil by the shoulder or hand with little or no force, and used to divert a pupil from a destructive or disruptive action.
3. **Physical control/restraint** as the use of reasonable force when there is an immediate risk to pupils, staff or property. This requires skill and judgement as well as knowledge of non-harmful methods of restraining. All such incidents must be recorded.

St George's CE School is committed to ensuring that all staff and adults with responsibility for children's safety and welfare will deal professionally with all incidents involving aggressive or reckless behaviour, and only use physical intervention as a last resort in line with DFE and LA advice. If used at all it will be in the context of a respectful, supportive relationship with the pupil. We will always aim to ensure minimal risk of injury to pupils and staff.

When should Intervention be used?

Staff must judge whether or not physical intervention would be reasonable or appropriate when:

- There is risk to the safety of staff, pupils or visitors or
- Where there is a risk of serious damage to property or
- Where a pupils behaviour is seriously prejudicial to good order and discipline  
or
- Where a pupil is committing a criminal offence.

**Staff will view physical intervention or restraint of pupils as a last resort to maintain a safe environment. If pupils are behaving disruptively or anti-socially, every effort will be made to manage behaviour positively to prevent a deterioration of the situation.**

All staff will understand the importance of responding to the feelings of the child, which lie beneath the behaviour as well as to the behaviour itself.

Who is authorised to restrain?

All teaching staff are authorised to use restraint by duty of care. Non-teaching staff will be authorised by the Head teacher or Assistant Head in charge, when necessary. This authorisation may be temporary or permanent.

Staff intervening with children will seek assistance from other members of staff at as early a stage as possible since single-handed intervention increases the risk of injury to both parties and does not provide a witness, especially in areas with no CCTV.

All staff who become aware of another member of staff intervening physically with a pupil will have a responsibility to provide a presence, and to offer support and assistance should this be required.

Where possible staff not involved with the initial confrontation may be better placed to intervene or restrain the pupil if this proves necessary.

A pupil's behaviour may be adversely affected by the presence of an audience. Wherever possible the audience will be removed, if this is not possible the pupil will be removed from the audience to a quiet place. Other staff may position themselves, in a doorway or corridor so the staff can be supported and they are totally aware of the situation. At any point the Assistant Head Teacher or Head Teacher can be called upon for assistance, by way of another child or by use of the Panic Button in class. If the HT or AHT is teaching they will arrange for temporary cover for their pupils. Their pupils will be aware of expectations, should this situation arise.

Staff will inform the pupil being restrained in a calm and gentle voice the reason for the restraint and expectations for the child to calm down, so they can be released.

What approaches can be seen as reasonable in appropriate circumstances?

- Staff will have prior knowledge via staff meetings of any child for whom physical contact of any kind is not appropriate.

Clear verbal communication and a calm, measured approach must always be used, staff should never give the impression they are angry or frustrated.

The following approaches are seen as reasonable in appropriate circumstances:

1. Holding for security and to reduce anxiety
2. Physically interposing between pupils
3. Blocking a pupils path
4. Pushing, where reasonable force is used to resist a pupils movement, but not to use force and purposely cause the pupil to fall over.
5. Leading a pupil by the hand
6. Shepherding a pupil away by placing a hand in the centre of the back
7. In extreme cases using restrictive holds.

Staff are strongly advised NOT to run after pupils who attempt to run away from them or to a hiding place in or out of the grounds, unless they are in immediate danger, as it may encourage them to run into further danger. Inform another member of staff so that the pupil can be supported. Refer to Missing Child Policy.

Respite for those staff involved where necessary. Children will need to be debriefed after an incident.

#### What should be done after any incident?

All incidents, which result in non-routine interventions, will be recorded in detail. Details will include name of pupil(s), staff involved, factors necessitating physical intervention, strategies employed, type of restraint used, outcome, the location of the incident and any other actions taken. This is to be recorded in the Restraint Book. This documentation will be filed by the Headteacher. A pupil should be debriefed after an incident to ensure they understand why actions took place.

#### Parents of the pupil involved will be informed as soon as possible.

Any child who requires regular intervention or who is regarded as vulnerable, will also have a Pupil Risk Assessment and established protocols for behaviour management by staff. Outside agencies may be involved and the pupil will have a named staff member for initial support. Parents/Carers will be involved early and will be made aware in advance, that restraint procedures will be used when necessary.

How will restraint be co-ordinated, monitored and evaluated?

The Governors Health and Safety Committee and Senior Staff will carry this out. Further assessments may be required by outside agencies. The Head teacher and Governors will carry out policy review. One staff meeting per year will be dedicated to reviewing whole school policy and practice and then to feed back to governors, through H and S Committee meeting.

E Kent Headteacher

Policy Review: November 2016

Ratified by Governing body.