

# Positive Handling Policy



Date: July 2021  
Review Frequency: Annually  
Next Review: July 2022



## Policy Statement

- a) It is recognised that the vast majority of children in our school respond positively to Finham Primary behaviour expectations. The well-being, welfare and safety of all children and staff at Finham Primary School is of paramount importance.
- b) It is acknowledged that in exceptional circumstances, staff may need to take action in situations where the use of reasonable force may be required.
- c) Finham Primary School acknowledges that physical techniques are only part of a whole setting approach to behaviour management. Positive Handling will only be used as a last resort when all other behaviour management strategies have failed or when children, staff are at risk.
- d) Finham Primary School does not support the routine use of physical interventions.
- e) All staff at Finham Primary understand that school cannot use force as a punishment; it is always unlawful to use force as a punishment.
- f) Positive Handling uses the minimum degree of force necessary for the shortest period of time to prevent a child harming themselves, others
- g) The scale and nature of any physical intervention must be **proportionate** to both the behaviour of the individual to be controlled, and the nature of the harm they might cause
- h) Every effort will be made to ensure that all staff in this school:
  - clearly understand this policy and their responsibilities in the context of their duty of care in taking appropriate measures where reasonable force is necessary and
  - are provided with appropriate training to deal with these difficult situations.

## Definitions

**No legal definition of “reasonable force” exists; however, for the purpose of this policy and the implementation of it in Finham Primary School, the clarification provided in the DfE guidance document ‘use of reasonable force’, 2013 is used:**

### **What is reasonable force?**

- a) 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.
- b) 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, such as breaking up a fight or where a student needs to be restrained to prevent violence or injury.
- c) Reasonable in the circumstances means using no more force than is needed.
- d) As mentioned above, schools generally use force to control children and to restrain them. 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.
- e) Restraint means to hold back physically or to bring a child under control. It is typically used in more extreme circumstances, for example when two children are fighting and refuse to separate without physical intervention.
- f) School staff should always try to avoid acting in a way that might cause injury.
- g) It is acknowledged that in extreme cases it may not always be possible to avoid injury as an accidental consequence of the intervention.

### **Different types of physical contact with children:**

#### **Physical Contact**

Situations in which proper physical contact occurs between staff and child. Examples of where touching a child might be proper or necessary:

- a) holding the hand of the child at the front/back of the line when going to assembly or when together around the school;
- b) When comforting a distressed child;
- c) When a child is being congratulated or praised;
- d) To demonstrate how to use a musical instrument;
- e) To demonstrate exercise or techniques during PE lessons or sports coaching; and –
- f) To give first aid.
- g) Intimate care.

### **Physical Intervention**

This may be used to divert a child from a destructive or disruptive action, for example guiding or leading a child by the arm or shoulder where the child is compliant.

### **Physical Control/Restraint**

This will involve the use of reasonable force when there is an immediate risk to children, staff or property. It is important to note that the use of “reasonable force” should be seen as a last resort. All such incidents must be recorded and be stored in an accessible way. If at all possible, more than one member of staff should be present if physical restraint is necessitated. The level of compliance from the child determines whether or not the interaction is an intervention or a control/restraint.

### **Strategies for Dealing with Challenging Behaviour and Escalating Situations**

- a) Staff consistently use positive strategies to encourage acceptable behaviour and good order, in line with the Finham Primary School Behaviour Policy. Every effort will be made to resolve conflicts positively.
- b) Staff should be able to justify that strategies other than force have been attempted and proved ineffective or would have been impractical. Furthermore, staff should recognise that restraint is only a small part of a wider spectrum of positive framework that may include use of space, safe environments, diversions, calm stances and postures, non-threatening facial expressions, low tone, volume and pace in communication, careful use of words, and physical reassurance and prompts.
- c) Consideration of these strategies should be maintained during and after the need for physical contact. As soon as it is safe, any hold or restraint should be gradually relaxed to allow the child to regain self-control. The child should be informed about what will happen next and be offered reassurance and encouragement to remain calm. In this way the child will be more likely to see the restraint as an act of care.
- d) All members of school staff have a legal power to use reasonable force. (Section 93, Education and Inspections Act 2006).
- e) The 1996 Education Act (Section 55O A) stipulates that: A member of the staff of a school may use, in relation to any child at the school, such force as is reasonable in the circumstances for the purpose of preventing the child from doing (or continuing to do) any of the following, namely—
  - I. committing any offence,
  - II. causing personal injury to, any person (including the child himself), or
  - III. engaging in any behaviour prejudicial to the maintenance of good order and discipline at the school or among any of its children, whether that behaviour occurs during a teaching session or otherwise.
  - IV. This applies where a member of staff is on the school premises and elsewhere at a time when, as a member of school staff, that adult has lawful control of the children concerned, for example, on a school trip.
- f) The decision on whether to physically intervene is down to the professional judgement of the adult concerned. Whether the force used is reasonable will always depend on the particular circumstances of the case. The use of force is reasonable if it is proportionate to the consequences it is intended to prevent.  
This means the degree of force used should be no more than is needed to achieve the desired result. (DfE guidance document ‘use of reasonable force’, 2013)
- g) Individual members of staff cannot be required to use physical restraint. However, as teaching and support staff work in ‘loco parentis’ and should always operate with an appropriate ‘Duty of Care’, It might be argued that failing to take action (including a failure to use reasonable force) may in some circumstances breach that duty. (DfE guidance document ‘use of reasonable force’, 2013)
- h) A panel of experts (Physical Control in care Medical Panel 2008) identified that certain restraint techniques presented an unacceptable risk when used on children and young people. The techniques in question are:
  - the ‘seated double embrace’ which involves two members of staff forcing a person into a sitting position and leaning them forward, while a third monitors breathing;
  - the ‘double basket-hold’ which involves holding a person’s arms across their chest;
  - the ‘nose distraction technique’ which involves a sharp upward jab under the nose.

### **Authorised staff**

Section 550A of the Education Act 1996 permits adults who have lawful charge or control of children to use reasonable force to control or restrain them. These include:

- a) teachers
- b) family support workers
- c) teaching assistants
- d) representatives from outside agencies
  - e) other adults who may be working with children either on school premises or accompanying them on out of school activities, eg during field trips or on school journeys.

Wherever possible Physical Restraint should only be used by those with appropriate training.

However, it is acknowledged this may not always be possible and physical restraint may be used as an emergency measure by someone without appropriate training to ensure the safety of children in their care. Any physical intervention should be conducted making reasonable adjustment for students with SEN or disabilities.

### **Recording**

- a) School keeps a record of all incidents where physical intervention involving the use of force against resistance from a child has been necessary, on CPOMS. The record should be completed by the end of the working day on which the Incident took place. A member of the Leadership Team will be told at the earliest possible time after an incident. Parent/carers will be informed. The adult involved may seek guidance from a senior colleague and/or their trade union representative before filling in the incident on CPOMS.
- b) A member of the Leadership Team will discuss the incident with any children or staff. In line with our commitment to working with parents, we aim to maintain an open discussion during any relevant procedure which may follow an incident.
- c) School will regularly review the number and type of incidents in which physical intervention and/or restraint has been necessary. This will be used to ensure that there is adherence to this policy and to identify improvement needed in other policies and procedures of the school.

### **Sharing of information**

**All members of the school community should know of the existence of this policy. In principle, as few people as possible should know of any specific incident and staff should maintain confidentiality to the greatest possible extent. This is to enable governors and staff involved in any consequence or complaint to do so without having acquired hearsay knowledge.**

### **Monitoring Incidents Where Physical Restraint Is Used**

The Head Teacher will monitor records of any incidents in order to:

- a) Identify any patterns of behaviour resulting in the use of physical intervention.
- b) Review the levels of staff awareness of and compliance with the school policy.
- c) Inform staff training needs.
- d) Explore the relationship between the use of physical intervention and behaviour in school.
- e) Governor's Teaching & Learning committee may monitor incidents where physical restraint is used.

### **Action after an Incident**

The Head Teacher will ensure that each incident is reviewed, investigated and recorded as stated above.

If further action is required, this will be pursued through the appropriate procedures which may include:

1. a) Safeguarding & Child Protection Policy
2. b) Dealing with Allegations against Staff Policy
3. c) Behaviour Policy

#### 4. d) Exclusion Procedure

##### Complaints

The availability of a clear policy about reasonable force and early involvement of parents should reduce the likelihood of complaints but may not eliminate them. Complaints following a dispute about the use of physical intervention by an adult should be pursued in accordance with the Complaints Policy.

This policy should be read alongside the following documents: Safeguarding & Child Protection Policy, Anti-Bullying Policy, Health and Safety Policy, Special Educational Needs & Disability Policy, Behaviour and Policy, Accessibility Policy and Equalities Plan, Sex and Relationships Policy, Complaints Policy, Whistle Blowing Policy, Data Protection, and Dealing with Allegations Against Staff.

##### Appendix 1- Advice for staff

At Finham Primary School, we believe that physical intervention and/or restraint should be the last resort. In the majority of cases de-escalation and diffusion are the appropriate methods of dealing with situations that might result in a threat to the health and safety of any individuals. On extremely rare occasions it may be appropriate for staff to intervene physically with or between children. These include:

- Injury, or risk of injury, to another child
- Injury, or risk of injury, to a member of staff
- Serious damage to property that would result in harm to a person.

Any intervention should be a last resort and be **proportionate, reasonable and appropriate**, and be done with the aim to **reduce** not **provoke**.

All staff owe a **duty of care** to children. To take no action, where the outcome is that a child injures him/herself, or another, including staff, could be seen as negligence.

Members of staff facing confrontational situations with children are reminded that the following behaviours can either reduce or inflame incidents, and that a brief moment of risk assessment may allow the time to decide on the appropriate action necessary.

**Staff are strongly advised not to physically stop children from leaving their room if the member of staff considered that there would be a risk of physical harm to themselves.**

**Remaining calm** – the ability to try and remain calm and appear relaxed is less likely to provoke. A relaxed posture and a non-threatening (CALM) stance, i.e. not toe-to-toe, are recommended.

**Awareness of Space** – try to be aware of the space around you and avoid stepping into another individual's personal/intimate space. Try to take a step back outside the circle of danger.

**Pacing and Chasing** – angry people often pace around in tense situations and staff should try to avoid the temptation to follow as they attempt to help them calm down. This can be counter-productive as it may trigger an animal chase response and drive the other person away. Where possible it is preferable for the staff member to stand still, speaking calmly, clearly and confidently – or even sit down.

**Intonation** - when people are anxious or angry they tend to talk faster, higher and more loudly. In a potential crisis situation staff need to deliberately speak slower, lower and more quietly

##### **Help Script**

- I. **Connect by using child's name**
- II. **Recognise the feelings**
- III. **Tell the child you're there to help**
- IV. **You talk and I will listen**
- V. **Give direction**

### Diffusing body language responses

- Social distance
- Sideways stance, step back
- Intermittent eye contact
- Relaxed body posture
- Palms open

### Calm Stance

- Think of the values of stepping back from a situation, both physically and emotionally:
- Allows a more considered response
- Time to make a 'dynamic' risk assessment and seek assistance
- Allows other person 'take up' time to make their own choices

### Application of Force (DfES advice to schools 10/98)

- Staff should NOT act in a way that might reasonably be expected to cause injury. This includes: - Slapping, punching, kicking or tripping a child
- Twisting or forcing limbs against joints
- Indecently touching, holding or pulling a child by the hair or ear
- Other than in circumstances that are exceptional, using reasonable force to hold a child face down on the ground

### In the event of a serious incident e.g. a fight, staff should:

- I. Make their presence felt – “stop fighting, stop fighting”
- II. Send for assistance
- III. Spell out sanctions
- IV. Remove the 'fuel' by clearing the 'audience' away
- V. Be a witness
- VI. Intervene physically if confident and having assessed the degree of risk **But** should not ignore or walk away.

### Appendix 2- Some non-physical crises intervention techniques.

Do	Don't
appear calm and relaxed	appear afraid and unsure of yourself; appear bossy, arrogant; assume an “I don't give a damn about you” attitude
keep the pitch and volume of your voice down.	raise your voice
feel comfortable with the fact that you are in control (if you control yourself, you control the situation); project a calm assured feeling that you will see the situation through to peaceful end no matter what happens	appear to expect an attack (or you will have one)
talk with the child	give commands; make demands
be very matter of fact if the child becomes agitated; be sensitive and flexible; be flexible yet consistent; be aware of body language; monitor breathing (chest movements) which can telegraph aggressive responses	make threats (Especially any that you are not absolutely sure that you can carry through!); maintain continuous eye contact; gesticulate (this may provoke confrontation)
stay close to the child and attend to him/her	turn your back or leave; invade the child's personal space
be patient; if a children agitation increases to the verge of attack:	display emotion; argue; corner the child physically or psychologically

Acknowledge his/her feelings; Continue with a matter-of-fact attitude; Always leave the child an avenue of escape	
where possible, remain seated as long as the child does; avoid crowding	get up and move towards the child
stay near him/her, about one arm's length away; stand to one side; give the child more space if appropriate	give up
seek to relax your muscles and keep them under control.	tense your muscles

Reviewed October 2021

Signed by:

Terry Arnett, Chair of Governor.

Date October 2021



Sarah Bracken, Headteacher. Date October 2021