

Richmond Hill Primary Academy

Team Teach/Positive Handling Policy
Draft

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To be reviewed May 2017

Team Teach/Positive Handling Policy

We aim to;

- create a calm, purposeful environment where staff and pupils feel secure
- encourage positive behaviour
- have consistent strategies to manage unacceptable behaviour
- set in the context of the ages and abilities of the children in school

This policy is a statement of the arrangements for Control and Restraints at Richmond Hill Primary Academy.

Rationale

- This policy is based on the idea that physically restraining pupils will be as a last resort and occur rarely and only when there is no alternative in their's and other's interests and safety. Physical restraint should only be used where behaviours are such that they will have a direct impact on the safety of the pupil, of others, where there is a risk of damage to property or where there is serious disruption.
- Richmond Hill Primary Academy recognises the importance of placing its policy on physical restraint within the context of its whole-school approach to behaviour and discipline. This school's behaviour policy sets out the steps taken within school to positively promote and encourage good behaviour amongst pupils; is specific about what behaviour is expected of pupils and what is unacceptable and sets out the range of progressive sanctions and steps which staff might feel it becomes necessary to apply.
- The school also recognises the very real difficulties which staff can sometimes be faced with in their day to day dealings with pupils on matters involving behaviour and discipline. The school's approach to the issue of physical restraint is that:

Aims & Objectives

- Pupils are entitled to a safe and secure environment in which the highest value is placed on learning how to behave appropriately towards others.
- Staff are also entitled to a safe and secure environment and have a right to personal support and guidance about what is expected of them in a difficult situation.

Training

All staff may physically restrain pupils to protect the pupils or themselves without having received formal training according to LA documentation. However, the school will undertake to train all necessary staff and to update that training formally. As a staff team we will work according to the training we receive from the LA representatives.

Implementation

The school has a duty of care to all its pupils. Staff will therefore be required to act in a manner which safeguards and promotes the welfare of their pupils, and to do everything reasonable that is within their power to protect the child from harm, from harming others or from causing serious damage to property. In exceptional circumstances the carrying out of this responsibility may conceivably involve the use of reasonable force in accordance with the school's policy to physically control or restrain a pupil whose behaviour lies well beyond the usual boundaries of self-control.

Physical restraint should at no time be used as a threat, a punishment to the pupil, or to force compliance with staff instructions when there is no risk of injury or serious harm to property.

Physical restraint will only be used in the following circumstances:

- The child is attempting to harm himself/herself or his/her actions may result in harm.
- There is a risk of physical injury to a member of staff or a member of the public.
- Damage to property is being caused.
- It is the judgement of the member of staff that there is a serious risk of any of the above happening unless immediate action is taken.
- The child is engaging in any behaviour prejudicial to the maintenance of good order and discipline in the school.

Wherever possible, staff should exhaust a range of appropriate behaviour management strategies aimed at preventing the situation from reaching the point at which physical intervention becomes considered, for example, discussion, persuasion, a brief period of withdrawal from the main group. Restraint will therefore only be used as a last resort

after all other agreed avenues to defuse and de-escalate the situation have been pursued or where staff feel that immediate action is required.

Once a member of staff has decided to intervene physically in order to prevent injury occurring to any person, or serious damage to property, then he/she should:

- Give clear instruction warning the pupil that unless he/she conforms then physical restraint will be applied.
- Calmly explain to the pupil that staff are unable to allow him/her to damage or hurt others, once they have calmed down and no longer posing a threat then the restraint will cease.
- Summon help from another member of staff, to assist and, where possible, one other to act as a witness.
- Other staff may need to swap in as needed.
- Use only the minimum force necessary to prevent injury or damage, and apply for the minimum amount of time.
- Gradually relax the restraint as soon as it is judged safe to do so, to allow the child to regain self-control.
- Reassure the pupil that no harm will follow.

Both pupil and the adult should be given time to recover, acknowledging that emotional distress takes longer to subside than physical symptoms. Immediately following an incident, with due consideration given to the safety of other staff and pupils and the good order and discipline in school, staff involved will be given the opportunity to take time out.

Roles and Responsibilities

The role of the class teacher is to:

- Act in a manner which safeguards and promotes the welfare of their pupils, and to do everything reasonable that is within their power to protect the child from harm, from harming others or from causing serious damage to property
- Work according to the training received from the LA representatives

The role of the Principal is to:

- Ensure that reports of incidents are correctly filed with copies sent to parents and social services as appropriate.
- Ensure training for all staff is kept up to date.
- The appropriateness of physical intervention
- Ensure that in the case of a looked after child, a copy should be forwarded to the key social worker in order to be placed on a child's case file.
- Arrange for reports monitoring and evaluating the use of restraint to be prepared on a regular basis for the Directors.

- Monitor the use of restraint, including consideration of:
 1. The attempts at defusing situations
 2. Correct post-restraint procedures have been carried out
 3. The need for individual behaviour management plans
 4. The need for INSET/training for staff

The role of the Governing Body is to:

- Ensure that the policy is administered fairly and consistently
- Review this policy every two years

Monitoring and Review

The Principal will:

- Monitor the effectiveness of this policy on a regular basis
- Report to the Governing Body on the effectiveness of the policy
- If necessary make recommendations for further improvements

Recording incidents

All serious incidents, which result in a physical intervention taking place, will be recorded on Positive Handling sheets. It is also recorded on CPOMS.

Reporting incidents

Following a physical intervention taking place, the parents/carers of the pupil involved will be informed by either telephone or by letter.

Post-Incident support

It is essential that following a physical intervention that both the pupil and member[s] of staff involved are provided with support. Immediately after the incident, both parties will be given time to calm down, as it is not possible to debrief effectively until adrenalin levels subside.

The incident will be discussed and the opportunity to review how this could [if possible] have been handled differently will be considered. This will enable staff to develop their skills and knowledge and enable work to be carried out

with the pupil about developing strategies that will support them in finding more appropriate ways of managing their behaviour.

A further meeting will be facilitated if necessary between the member[s] of staff and the pupil to enable them to rebuild relationships.

Complaints

Richmond Hill Primary Academy has a complaints procedure in place. Should a complaint arise following an intervention this will be activated and the procedures followed.

However, if concerns arise when the investigation of the incident is taking place regarding misconduct by a member of staff, then the child protection policy and procedures may require to be followed. The Principal will make this decision. If the complaint is regarding the Principal then the chair of Governors will make this decision.

Alternatively, depending on the nature of the alleged misconduct, the decision may be to follow the disciplinary policy and procedures.

This policy follows the non-statutory guidance published by the DCSF entitled 'The use of force to control or restrain pupils' [Circular 11/07].