Hucknall Flying High Academy

Positive Handling Policy

"Make Every Day Count"

We aim to make every day count for our children where they thrive and build the cultural-capital they need to make aspirational choices about their own future

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Signed (Headteacher)	
Signed (Chair of Governors)	

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Positive Handling Policy

1.	**Introduction**
1.1	At Hucknall Flying High Academy we strive to create an environment in which both children and adults feel happy, safe, secure and valued. We aim to ensure that there is a whole school approach to behaviour, which is known and understood by all members of staff, children and agencies. Good relationships between staff and pupils are vital to ensure good order in school. It is recognized that the majority of pupils in school respond positively to the Behaviour Policy, which ensures the well-being and safety of all pupils. There are exceptional circumstances when staff may need to take action in situations where the use of positive handling may be required.
2.	**Legal Guidance**
2.1	*The policy is drawn from advice contained in the document ' Use of reasonable force – Advice for Headteachers, staff and governing bodies' – published July 2013)* The Law says that school staff may need to use such force as is reasonable in the circumstances to prevent a pupil from doing or continuing to do any of the following: o Committing a criminal offence o Causing personal injury to themselves or others o Causing damage to property belonging to them or another, including the school o Any behaviour prejudicing the maintenance of good order and discipline in the school. (Section 93 of the Education and Inspections Act 2006) Guidance is also available on the use of reasonable force which acknowledges the legal expectations to make reasonable adjustments for disabled children and children with Special Educational Needs (SEND) **Positive Handling will only be used as a last resort when all other behaviour management strategies have failed or when the pupil, staff or property are at risk.**
3.	**Aims**
3.1	The aims are: o To provide clarification and clear guidelines of the responsibilities of all staff in the context of their duty of care in taking appropriate measures where positive handling is necessary o To provide appropriate training to deal with these difficult situations, should they occur o To enable staff to feel more informed and confident about the use of reasonable force when they believe it is necessary o To ensure staff are aware of the government guidance linked to reasonable force and how this impacts on practice.
4.	**Definition of reasonable force and restraint**
4.1	**Physical contact** is a situation in which physical contact takes place between staff and pupils.
4.2	It is not illegal to touch a pupil; we acknowledge that there are occasions when physical contact, other than reasonable force, with a pupil is proper or necessary. Examples include:

	○ Comforting a distressed pupil ○ When a pupil is being congratulated or praised ○ To demonstrate exercises in PE ○ To give first aid
4.3	**Reasonable force** covers a broad range of actions it is usually used either to control or restrain. This can range from guiding a pupil to safety by the arm through to more extreme circumstances to prevent violence or injury. The term 'reasonable in the circumstances' refers to using no more force than is needed.
4.4	**Control** means either passive physical contact such as standing between pupils or blocking a pupil's path, or active physical contact such as leading a pupil by the arm out of a classroom.
4.5	All staff are aware that when they are acting in loco parentis and have a 'Duty of Care' to all children. They therefore take reasonable action to ensure the safety and well-being of all pupils.
5.	**When can reasonable force be used?**
5.1	Reasonable force can be used to prevent pupils from hurting themselves or others, from damaging property, or from causing disorder. At Hucknall Flying High Academy force is used for two main purposes – to control pupils or to restrain them. The decision on whether or not to physically intervene is down to the professional judgement of the staff member concerned and should always depend on the individual circumstances.
5.2	At Hucknall Flying High Academy we use reasonable force if necessary to: ○ Remove disruptive children from the classroom where they have refused to follow the school policy and are causing any danger to themselves or others ○ Prevent a pupil from damaging school property ○ Preventing a pupil behaving in a way that disrupts a school event or visit ○ Prevent a pupil leaving the classroom where allowing the pupil to leave would risk their safety or lead to behaviour that disrupts the behaviour of others ○ Prevent a pupil from attacking a member of staff or another pupils, or to stop a fight ○ Restrain a pupil at risk of harming themselves through physical outbursts.
5.3	In addition to the general power to use reasonable force, Headteachers and Safeguarding Team can use such forces as is reasonable given the circumstances to conduct a search for the following 'prohibited items' (Education Act 1996): ○ Knives and weapons ○ Alcohol ○ Drugs ○ Stolen items ○ Tobacco ○ Pornographic images

6.	**Training**
6.1	Positive handling training is updated on a regular basis (CRB Training accessed yearly). No member of staff will be expected to undertake positive handling without appropriate training. Strategies of de-escalation will also be used to prevent positive handling.
7.	**Our approach and strategies**
7.1	The school has a clearly set out expectations for behaviour within our Behaviour Policy. Staff use positive strategies to encourage acceptable behaviour within school. Every effort will be made to resolve any conflicts positively.
7.2	As part of our ongoing staff training programme our staff will receive CRB training, this is a process which uses moments of heightened emotion and resulting behaviour to guide and teach the child and young person about more effective responses.
7.3	Staff will always be required to: o Speak calmly and give clear instructions o Use controlling emotion strategies o Ask for support, if needed, or change of face, if necessary, to resolve the situation o Offer the pupil a safe place to sit before speaking further o Use de-escalation strategies and ensure they respond appropriately in order to maximise the opportunity to calm the incident through non-verbal and verbal strategies, where possible
7.4	Hucknall Flying High Academy encourages pupils to make positive behaviour choices, however pupils sometimes do make the wrong choice. On rare occasions this may result in a situation that requires some form of physical intervention by staff, this is only used as a last resort. Staff do not require parent consent to apply reasonable force, however if positive handling takes place then parents will be informed and where it is felt that positive handing may be required on a number of occasions and Positive Handling Plan may be put in place for an individual pupil, in partnership with their parents.
8.	**Recording Incidents**
8.1	At Hucknall Flying High Academy we keep records of all incidents. The purpose of recording incidents is to ensure that policy guidelines are followed, to inform parents/carers giving an accurate account of the incident and to inform future planning as a part of school improvement process. It is also important for staff involved with the process to reflect on the incident so that they gain further knowledge of triggers and the pupil's individual needs. When a pupil causes any harm to an adult then a health and safety form is completed 'Report of aggression to Employee HS2 (V) 2014)'
8.2	Positive handling plans will be in place for individual pupils, which will be shared with parents/carers and updated termly. The plan is to ensure strategies which are effective for each individual, are shared and updated with all staff involved with the pupil.

9.	**Complaints and Allegations**
9.1	The availability of a clear policy regarding Positive Handling and early involvement of parents/carers should reduce the likelihood of complaints but may not eliminate them. Any complaints will be dealt with under the school's Complaints about Staff Procedure Policy. The Chair of Governors will be informed of complaints.
9.2	If a complaint is made against a member of staff about the use of force the school will follow the guidance set out in Section Nine of the *Use of Reasonable Force: Advice for Headteachers, staff and governing bodies (July 2013)* and in line with advice from the Local Authority Disciplinary Officer.
10.	**Links with other School Policies**
10.1	This Policy links with a number of other school policies, practices and action plans including: ○ Behaviour Policy ○ SEND Policy ○ Anti-bullying Policy ○ Exclusion Policy ○ PSHE Policy ○ Safeguarding and Child Protection Policy ○ Safeguarding Children on Off-Site Visits Policy ○ Staff Management Policies, including Allegations against a member of staff policy.