

Edward Peake C of E (VC) Middle School

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Positive Handling Policy

Introduction

Positive handling describes the full range of Team-Teach strategies used to de-escalate, defuse and divert in order to prevent violence and reduce the risk of injury to staff and children.

Positive handling is underpinned by documentation which, in addition to allowing access to education for all, supports the child and aims to provide security and safety, allowing for recovery, repair and reflection for all concerned.

All strategies to deal with challenging behaviour are based on providing the maximum amount of care, control and therapeutic support.

"I care enough about you to help you stay in control."

Training

Key staff are trained in positive handling led by Team-Teach trainers (www.team-teach.co.uk). The purpose of Team-Teach training is to support adults' understanding and management of challenging behaviour teaching physical techniques within a holistic de-escalation approach, in order to encourage the promotion of socially acceptable behaviours for all concerned.

Additional Support

At Edward Peake the following support structures are in place:

- Provision Plans (PP), Pastoral Support Plan (PSP) and Positive Handling plans (PHP) kept on file to ensure all relevant information about each pupil is available to all members of staff working with them.
- Daily briefing sessions in the morning to update staff on current issues and share information.
- Debrief sessions after a crisis with the pupil(s) involved, reflecting on how crisis was managed by all involved and identifying any points for review or learning.
- SIMs allows us to monitor behaviours and interventions and reflect upon these
- Weekly refresher meetings in the Team Teach strategies and techniques for key staff, and continuous review by SLT to inform these.

Positive Handling Plans

All pupils who have been identified as presenting a risk should have a Positive Handling Plan. The plan details any

- Behaviour triggers
- Effective strategies
- Preferred physical interventions
- Strategies to avoid

Positive handling plans result from multi-professional collaboration in association with parents and the child if appropriate. They are continually reviewed and altered depending on the child's changing needs. A review must take place at the child's annual review. SLT will regularly review the list of children requiring a positive handling plan.

Responding to Unforeseen Emergencies

The school recognises that there are unforeseen or emergency situations which may cause the need for a physical intervention. The key principles are that any physical intervention should follow a **dynamic risk assessment** and be:

- **in the best interest of the child;**
- **reasonable and proportionate;**
- **intended to reduce risk;**
- **the least intrusive and restrictive of those options available which are likely to be effective.**

The Post Incident Support Structure for Pupils and Staff

People take time to recover from a serious incident. Immediate action should be taken to ensure medical help is sought if necessary. All injuries should be reported and recorded using the school's system (injury in itself is not evidence of malpractice). Time needs to be found for both staff and pupils for recovery and for the possible depression that will follow a distressing incident as well as the time needed to repair relationships. ***The outcome of a serious incident can be learning, growth and strengthened relationships.***

Complaints

The school has a formal Complaints Procedure, which outlines how the staff, parents and young people can express their concerns appropriately, and includes complaints regarding inappropriate physical interventions. Any staff concerns regarding the welfare of children should be taken to the designated persons for child protection. Any safety concerns should be reported to the designated person for Health and Safety.

Recording

Whenever a physical intervention is used the incident must be recorded electronically and submitted to the Office Manager for conversion into a PDF. All staff involved in an incident should contribute to the record which should if possible be completed within 24 hours. All incidents reports are kept securely within Google Drive's Team Drive. Data entered is time stamped and kept indefinitely in case it forms part of an investigation.

Monitoring and Evaluation

SLT will ensure that each incident is reviewed and instigate further action as required. They will also carry out a half termly analysis of physical intervention incidents and issues which will be reported to governors. School incident data is open to external monitoring and evaluation.

Signed _____
Chair of Governors

Date approved November 2019

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