



# Pennine Academies Yorkshire

## Physical Intervention Policy

|                             |              |
|-----------------------------|--------------|
| Date Policy Written:        | January 2022 |
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| Date Policy to be Reviewed: | January 2024 |

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Positive Handling Policy

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## **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**

Staff who are trained in positive handling have been trained by Team-Teach trainers ([www.team-teach.co.uk](http://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.

***It is about how adults show restraint rather than apply it!***

## **Additional Support**

At this school the following support structures are in place:

- Mentoring sessions
- Restorative conversations
- Positive Handling plans 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.

## Positive Handling Plans (Appendix 1)

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. The 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 principals 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 students 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 person 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 using CPOMs. All staff involved in an incident should contribute to the record which should if possible be completed within 24 hours.

## Monitoring and Evaluation

The 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.

## Appendix 1 – Positive Handling Plan Document:



### Positive Handling Plan

|           |                      |  |
|-----------|----------------------|--|
|           | Name:                |  |
|           | Class:               |  |
| Triggers: | Medical Information: |  |

| Stage of Crisis                                     | Topography of behaviour | Preferred supportive/intervention |
|---|-------------------------|-----------------------------------|
| Anxiety   |                         |                                   |
| Defensive/Escalation                                |                         |                                   |
| Crisis  |                         |                                   |
| Recovery<br><b>This may not be directly after</b>   |                         |                                   |
| Depression<br><b>This may not be directly after</b> |                         |                                   |
| Follow Up<br><b>This may not be directly after</b>  |                         |                                   |

|   |
|---|
| <p><b>Additional information:</b></p><br><br><br><br><br><br><br><br><br><br> |
| <p><b>Notification required:</b> Parent/Carers</p>                            |

### Plan agreed by

Name (child) \_\_\_\_\_ Signed \_\_\_\_\_

Name (parent/carer) \_\_\_\_\_ Signed \_\_\_\_\_

Name (staff) \_\_\_\_\_ Signed \_\_\_\_\_