



Belleville Wix Academy

Positive Behavioural Support, Positive Handling and Physical Intervention Policy

Date of Policy	Summer 2023
Next Review date	Summer 2026

Principle

An effective behaviour and discipline policy should secure an orderly and purposeful atmosphere in which activities and learning can take place. There may, however, be rare occasions when staff will need to use 'reasonable force' and the use of restraint or physical interventions in order to prevent injury, damage to property, the breakdown of discipline, or control children or young people for safety reasons.

The term 'Positive Handling' includes a wide range of supportive strategies for managing challenging behaviour. Included in this framework are a small number of responses which may involve the use of reasonable force to control or restrain a pupil. The terms 'physical intervention' or 'restraint' are used when reasonable force is used to overcome active resistance. Restraint is a safeguard, not a sanction. The purpose of any physical contact, including restraint, is to safeguard and promote the welfare of the person being held, along with anybody else whose welfare is being threatened.

Pupils with severe behavioural difficulties sometimes present a risk to themselves and others. Section 550A of the Education Act 1996 (with no amendments in the Education Act 2011) describes the circumstances in which teachers and others authorised by the Headteacher may use reasonable force to control or restrain pupils. Such action may be reasonable in order to prevent injury to people, damage to property or the breakdown of discipline. A clear and consistent positive handling policy supports pupils who have social emotional and behavioural difficulties within an ethos of mutual respect, care and safety, and where positive relationships are pro-actively fostered.

The Governors and staff of Belleville Wix Academy (BWA) take seriously their duty of care towards pupils, employees and visitors to the school. At BWA, situations requiring positive handling are unusual. Staff protection is an important part of child protection and safeguarding; both depend on confident and competent staff who feel supported by the management. This policy has clear foci:

- The welfare of the children in our care.
- The welfare and protection of the adults who look after them.

It is created to ensure that, should the situation arise, staff and parents are aware of the correct procedures. It is designed to help staff to ensure that any actions they take are reasonable, proportionate and absolutely necessary and how we implement the guidance at BWA. It should be considered alongside the most recent national guidance in positive handling as well as alongside the following relevant policies:

- Behaviour Policy
- Health and Safety Policy
- Child Protection and Safeguarding Policy

This policy has been written with reference to the following documents:

- Section 93 of the Education and Inspection Act 2006
- *The Use of Force to Control or Restrain Pupils. – Non-statutory guidance for schools in England DfEE Circular 10/98 Section 550A*
- DfCS Guidance “Use of Force to Control or Restrain Pupils” November 2007
- *DfE Use of Reasonable Force, Advice for Headteachers, staff and Governing Bodies July 2013*
- *Policy guidance from CPI nonviolent crisis intervention training programme.*
- *Policy guidance from Victoria Drive Pupil Referral Unit.*
- *Exclusions from maintained schools, academies and pupil referral units, DfE January 2015.*

This policy does not authorise the use of corporal punishment.

Positive Behaviour Management

All physical interventions at this school are conducted within a framework of positive behaviour management. The school Behaviour Policy is intended to reward and encourage pupils to take responsibility for improving their own behaviour. Part of our preventative approach to reducing risk involves looking for early warning signs, recognising and communicating any factors which may influence bad behaviour and taking steps to divert behaviours leading towards foreseeable risk. Pupils are encouraged to participate in the development of their own Positive Handling Plans by focusing on positive alternatives and choices. Parents are also encouraged to contribute. However, if problems arise, staff have an additional responsibility to support all pupils when they are under pressure and safely manage crises if and when they occur.

Alternatives to Physical Controls

A member of staff who chooses not to make a physical intervention can still take effective action to reduce risk. They will:

- Show care and concern by acknowledging unacceptable behaviour and requesting alternatives using negotiation and reason.
- Give clear directions for pupils to stop.
- Remind them about rules and likely outcomes.
- Remove an audience or take vulnerable pupils to a safer place.
- Make the environment safer by moving furniture and removing objects which could be used as weapons.
- Guide or escort pupils to somewhere less pressured.
- Ensure that colleagues know what is happening and get help.

Well chosen words

A well chosen word can sometimes avert an escalating crisis. When pupils are becoming angry there is no benefit in arguing. Telling people to calm down can actually escalate feelings. Pointing out what they have done wrong can make things worse. The only purpose in communicating with an angry person is to prevent further escalation. It is better to say nothing and take time to choose your words carefully than to say the wrong thing and provoke a further escalation.

Proactive Physical Interventions

It is sometimes reasonable to use physical controls to prevent extreme behaviour from becoming dangerous. Examples of this are where a pupil has shown ritual patterns of behaviour, which in the past have led to the child becoming more distressed and violent. In such circumstances it may be reasonable to withdraw the child to a safer place when the pattern of behaviour begins, rather than wait until the child is distressed and out of control. The paramount consideration is that the action is taken in the **best interest of the child** and that it reduces, rather than increases risk.

Holding should only be used when all the other reasonable methods of managing the above situations have been tried. This does not mean that we always expect people to methodically work their way through a series of failing strategies, before attempting an intervention in which they have some confidence. Nor does it mean always waiting until the danger is imminent, by which time the prospect of safely managing it may be significantly reduced. We expect staff to conduct a dynamic risk assessment and choose the safest alternative. It also means that we expect staff to think creatively about any alternatives to physical intervention which may be effective.

In what circumstances can physical intervention be used

School staff are able to use such force as is reasonable in the circumstances to prevent a child from doing, or continuing to do, any of the following:

- Committing any criminal offence (or for a child under the age of criminal responsibility, what would be an offence for an older pupil);
- Causing personal injury to, or damage or vandalism to the property of, any person (including the pupil himself)
- Prejudicing the maintenance of good order and discipline at the school or among any children receiving education at the school, whether during a teaching session or otherwise.

In school this translates as:

- To protect people
- To protect property
- To move children to a safer place
- To prevent children from behaving in such a way that seriously disrupts school activities
- To require a child to comply with a reasonable instruction

Examples of situation that fall within these categories are:

- A pupil attacks a member of staff, or another pupil;
- Pupils are fighting;
- A pupil is engaged in, or is on the verge of committing, deliberate significant damage or vandalism to property;
- Misuse of equipment or dangerous materials;
- Carrying and/or using weapons;
- A pupil is running in such a way in which he or she might have or cause an accident likely to injure him or herself or others;

- A pupil absconds from class or tries to leave school (N.B. this will only apply if a pupil could be at risk if not kept in the classroom or at school).
- A pupil persistently refuses to obey an order to leave a classroom;
- A pupil is behaving in a way that is seriously disrupting a lesson.
- Behaviour which causes significant concern for the health and safety of a group or class.

The decision to use physical intervention will be taken in the context of the level of risk presented by the behaviour, the seriousness of the incident and the relative risks of the use of physical intervention compared with any available alternative. Force will not be used in situations which are trivial, e.g. minor property damage or ignoring low level instructions where other de-escalation strategies would be more appropriate. The use of physical intervention will take into account the characteristics of the pupil, including their age, gender, SEND, physical needs or disability, developmental level or cultural issues.

Reasonable and Proportionate

Any response to extreme behaviour should be reasonable and proportionate. 'Reasonable' is the minimum force needed to avert injury or damage to property or to prevent a breakdown of discipline, applied for the shortest period of time. The use of force is illegal if the physical circumstances do not warrant it. The force used should always be the minimum needed to regain and ensure safety and control for everyone involved or present.

Staff must not react in anger. If they feel they are becoming angry they should consider withdrawing to allow someone else to deal with the situation. Where staff act in good faith, and their actions are reasonable and proportionate they will be supported.

When physical controls are considered staff should think about the answers to the following questions:

- How is this in the best interest of the pupil?
- Why is a less intrusive intervention not preferable?
- Why do we have to act now?
- Why am I the best person to be doing this?
- Why is this absolutely necessary?

If staff can answer these questions it is more likely that a physical intervention will be judged to be reasonable and proportionate.

Reasonable physical interventions

Restrictive physical interventions may include:

- Bodily contact- where the physical presence of one or more people is used to control a pupil, e.g. physically interposing between pupils; blocking a pupil's path; holding or 'shepherding' a pupil; using agreed, approved restricted holds.
- Environmental- where a change is applied within the environment for example shutting a door or the use of locks or key pads to prevent access to a particular area.

Unreasonable use of force/Prohibited forms of Restraint or Holding

It is not reasonable to use force simply to enforce compliance in circumstances where there is no risk. Nor is it reasonable to use any more force than is necessary to achieve a reduction in risk. Under no circumstances should pain be deliberately inflicted or should pupils be deliberately subjected to undignified or humiliating treatment (this should not be confused with the unavoidable discomfort associated with some approved techniques for disengaging from assaults such as bites and grabs.)

Reasonable force **DOES NOT** include the following actions, or any others that may reasonably be expected to cause injury or be considered indecent. For example:

- Holding around the neck or collar
- Restricting a young person's ability to breathe
- Twisting or forcing limbs against a joint
- Holding or pulling by hair or ear
- Locking a young person in a room
- Corporal punishment (or the threat of it),
- Any act or threat of an act, such as hitting, kicking, slapping, punching, prodding, poking, throwing an object, rough handling etc... which causes or threatens harm or the expectation of harm to a pupil
- Holding a child face down (supine holds should only be used for specific identified children, if it is the only safe way to hold the child. A dynamic risk assessment will need to be made).

The above actions are forbidden and could lead to disciplinary action against staff.

Seclusion

- Other than as a one-off emergency measure to protect health and safety, force should not be used to keep a pupil secluded (locked in a room on their own). Seclusion is only lawful by specific court order and will not be part of a planned strategy at this school.
- Children are not allowed to be put in a room with an adult on the outside. Whenever children need time away from class they will always be supervised by adults in the same room.

Who can restrain?

The following staff are authorised to use reasonable force within a positive intervention:

- Any person whom the head has authorised to have control or charge of pupils. At BWA this includes teachers and support staff such as teaching assistants who have attended de-escalation and positive handling training.
- This power may be used where the pupil is on school premises or elsewhere in the lawful control or charge of the staff member (for example on a school visit).
- At BWA the following staff are **not** authorised to hold children: catering staff, volunteers and students.

All staff will have the Positive Handling Policy provided to them as part of their induction.

Training

Staff should only use the techniques and methods approved for use in this school. Staff are trained in the pro-active and responsive positive handling strategies and to complement the behaviour management approaches and strategies reflected in the school's Behaviour Policy and this policy. Staff are made aware of where they can access these policies which are referred to during training.

The level of training recommended is related to the level of risk faced by a member of staff. In cases where a Positive Handling Plan is in operation, teachers and anyone authorised by either Head Teacher who are expected to require additional planned physical techniques will be trained further in any specific physical interventions to be used. These staff will be trained by an accredited provider and will be the only staff authorised to use those interventions.

All training courses have been led by trainers fully accredited by the British Institute of Learning Disabilities (BILD) in accordance with the Department for Education and Department for Health guidance, and within rigorous guidelines.

In emergency situations people without full training may need to restrain- see below.

General advice for staff

- Be sure that you are aware of and complying with the school Behaviour Policy.
- It is better to defuse a situation, wherever possible, as this prevents it from escalating to a level where force is necessary.
- Send for the assistance of another member of staff as soon as possible, using the agreed Getting Help Protocol (see below)
- All those involved should be de-briefed after incidents to explore more positive and effective responses to future difficult situations.

Getting Help Protocol

The expectation at BWA is that all staff will support each other. This means that staff always offer help and always accept it. Help does not always mean taking over. It may mean just staying around in case you are needed, seeking help from a colleague, or looking after somebody else's group or class. Supporting a colleague does not only mean agreeing with their suggestions and offering sympathy when things go wrong. Real support sometimes means acting as a critical friend to help colleagues become aware of possible alternative strategies. Good communication is necessary so that colleagues avoid confusion when help is offered and accepted. All staff need to understand what manner of assistance may be required and what is available.

When offering support the following scripts may be used:

- "Is help needed?"
- "Help is coming" or
- "More help is available" (when they feel that a change of adult is necessary).

The member of staff will then take over and explain their actions later – away from the child.

Support Structures

At BWA the following support structures are in place.

- SEN Pupil Support Profile maps and behaviour support plans are shared to ensure all relevant information about each pupil is available to all members of staff working with them.
- Current issues and relevant information are shared with relevant people as required via face-to-face meetings, emails or in staff meetings.
- Use of protocols, sharing of timetables, and discussion to remind all staff of the availability of colleagues to offer help including change-overs of staff during a crisis situation with a pupil.
- Debrief sessions after a crisis with the pupil (s) involved will occur reflecting on how crisis was managed by all involved and identifying any points for review or learning. This will take into account a child's age and special needs where necessary.

Health and Safety

If dangerous behaviour presents a significant risk of injury to people, there is a legal Health and Safety issue to be addressed. Dangerous occurrences should be reported to the Headteacher and CEO (as the persons responsible for Health and Safety in the school). We all have a shared responsibility to identify risk, communicate potential risks and take active steps to reduce risk wherever possible. We recognise that it is not possible to remove risk entirely. Sometimes things go wrong even when we use our best efforts to do the right thing. Sometimes we are faced with challenging choices. In these circumstances we have to try to think through the outcomes of the options available, balance the risks and choose whatever course of action seems to involve the least risk.

As a minimum requirement, in order to comply with Health and Safety legislation, each employee has a responsibility to ensure that they are conversant with school policy and guidance, and to cooperate to make the school safer. It is also a requirement that they participate in training if they are directed to do so.

Risk assessment

Informal risk assessment should be a routine part of life for staff working with pupils who may exhibit extreme behaviour. Responsible staff should think ahead to anticipate what might go wrong. **If a proposed activity or course of action involves unacceptable risk the correct decision is to do something else.**

Factors which might influence a more immediate risk assessments, and therefore a decision about how to intervene, might include the state of health and fitness of the staff member, their physical stature, competence, confidence and relationships with the pupils concerned. Other than in an emergency, **staff should only attempt physical controls when they are confident that such action will result in a reduction of risk.**

Where children require strategies beyond the usual scope of the school a separate risk assessment will be devised and this will be sent to the Trust and any appropriate stakeholders. . E.g. if a child requires ground holds or holds not taught in the school. Any special needs pertaining to a child will be taken into account when compiling risk assessments and physical handling plans.

Physical Handling Plans

Risk management is regarded as an integral part of behaviour management planning. All pupils who have been identified as presenting a risk (i.e. have been restrained in the past or who regularly require de-escalation to avoid physically dangerous behaviour) should have a Physical Intervention Plan or Risk Assessment (see Appendix A). The plan details any strategies which have been found to be effective for that individual, along with any responses which are not recommended. If particular physical techniques have been found to be effective they should be named, along with alerts to any which have not proved effective or which caused problems in the past. The plans should be considered alongside any other documents which relate to the pupil, e.g. a Statement, Education Health Care Plan (EHCP) or Pupil Support Profile. They should take account of age, sex, level of physical, emotional and intellectual development, special needs and social context. Positive Handling Plans should result from multi-professional collaboration including with parents.

It is important to take account of developmental changes. Gradual changes, such as the child getting bigger, can happen so slowly that staff fail to notice that long standing practices are becoming inappropriate. These changes should be noted on the Positive Handling Plans.

Responding to Unforeseen Emergencies

Even the best planning systems cannot cover every eventuality and the school recognises that there are unforeseen or emergency situations in which staff have to think on their feet. It is not enough to apply rules without thinking through the likely consequences.

The key principles are that any physical intervention should 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.

Where possible staff should always attempt to use diversion or diffusion in preference to physical interventions. Whenever a physical intervention has to be made there should be a **verbal warning** to the child of what is about to happen, wherever appropriate.

The Post Incident Support structure for Pupils and Staff

Following a serious incident it is the policy of this school to offer support for all involved. People take time to recover from a serious incident. Until the incident has subsided the only priority is to reduce risk and calm the situation down. Staff should avoid saying or doing anything which could inflame the situation during the recovery phase.

Immediate action should be taken to ensure that medical help is sought if there are any injuries which require more than basic first aid. Any injuries should be reported –children on the incident register and both children and staff on the Local Authority Incident Reporting Form via a member of the Senior Leadership Team. It is important to note that injury in itself is not evidence of malpractice. **Even when staff attempt to do everything right, things can go**

wrong. Part of the post incident support may involve a reminder of this, as people tend to blame themselves when things go wrong.

Time needs to be taken to repair relationships. When careful steps are taken to repair relationships a serious incident does not necessarily result in long term damage.

Time needs to be given to following up incidents so that children have an opportunity to express their feelings, suggest alternative courses of action for the future and appreciate other people's perspective. This is an opportunity for learning for all concerned.

Both adults and children may need time to recover and rest or regain composure before returning to class.

Recording

Whenever restraint is used the incident must be recorded on Behaviour Watch or on a Restraint Incident form (see appendix B) and also an Incident Record completed (see Behaviour Policy). Copies of the Incident Records and Restraint Forms are available from the office. If a member of staff has been assaulted or injured the Injury at Work Form is completed and kept in that member of staff's HR file. All staff involved in an incident should contribute to the record which should be completed within 24 hours. These records will be retained and cannot be altered. They will be kept for 6 years. A copy of the then current Positive Handling and Physical Intervention Policy is archived alongside the individual's records. These records are kept in the school.

Staff Should:

- Read through the school recording form carefully.
- Take time to think about what actually happened and try to explain it clearly.
- Give factual and accurate descriptions when describing a behaviour incident
- Avoid attributing a motive to a behaviour unless one has been clearly established and agreed through discussion with all the individuals involved.
- Complete all names in full.
- Sign and date all forms.
- All restraint forms are checked and counter signed by a member of the senior leadership team.

The report should contain the following:

- The name(s) and personal details (gender, ethnicity, age etc) of young person(s) involved.
- The time and location.
- Names of witnesses.
- Details of how the incident was triggered and progresses with details of observed behaviour.
- Details and outcomes of the steps taken to diffuse the situation.
- A description of the degree of the force used, how applied and for how long.
- Suggested strategies for assessing risk in the future.

Parents/carers must always be notified if their child has been held either in person or by phone from a member of the leadership team. If a member of staff feels that a child's welfare will be compromised they should seek advice from the Headteacher.

Monitoring and evaluation of incidents

The school incident log is open to external monitoring and evaluation.

The Headteacher will ensure that each incident is reviewed and instigate further action as required. The records of incidents are scrutinised on a regular basis, at least half-terminally. The monitoring process will consider:

- The level of incidents across the school
- Patterns of incidents: are they occurring disproportionately with particular pupils, particular teachers, in particular year groups
- The accuracy of recording
- The extent to which approved interventions are being used
- The extent to which all aspects of this policy have been followed.

All the information on restraint will be collated, providing clear data on the number of times restraint has had to be used for each child and any trends. This data may be used to decide on whole school issues, to provide an indication of individual improvement or deterioration in behaviour and to provide evidence when involving outside agencies.

Following an incident, consideration may be given to conducting a further risk assessment, reviewing the Positive Handling Plan, Behaviour Policy or this policy. Any further action in relation to a member of staff, or an individual pupil, will follow the appropriate procedures (see staff and pupil disciplinary policy).

The Headteacher or another senior leader will liaise with the relevant governor responsible for pastoral care (typically the Chair of governors or the chair of the Pupil Welfare Committee) provide him/her with results of the regular monitoring and make an annual report to the governing body on the success of this Positive Handling and Physical Intervention policy.

Complaints

It is not uncommon for pupils to make allegations of inappropriate or excessive use of force following an incident. Any such allegations should be noted in the post incident assessment.

The school has a formal complaints procedure (see separate Complaints Policy). Pupils and parents should be reminded of the procedure and encouraged to use the appropriate channels. The complaints procedure applies equally to staff. We are an open school and promote transparent policy and practice in order to protect the interests of pupils and staff alike. Any staff concerns regarding the welfare or safety of children should be taken to the DSL or DMS named in the Child Protection and Safeguarding Policy.

If there is a concern about a staff member using restraint unnecessarily and there is an allegation against the member of staff, the Wandsworth Management of Allegations against Staff Procedures will be followed. The Local Authority Designated Officer (LADO) will be notified of any allegation against a member of staff and s/he will decide if a strategy meeting needs to be held.

Parents / Carers

The policy on restraint will be shared with parents and carers, who have the right to raise any questions or concerns directly with the Head Teacher.

Every time a child is held the parents/carers will be informed.

Where there are concerns raised by either school or home a meeting will be held to discuss further.

Communication

To be the most effective at dealing with the children's behaviour we have strategies in place for communicating with everybody concerned with the child. Only then can we provide a consistent approach that meets the individual's needs. Please refer to our Behaviour Policy for details.

We place great importance on sharing responsibility with parents for their children's education and behaviour. We therefore welcome the support and involvement we get from our parents and seek to build on this to help us with our work. We communicate with parents by phone calls, meetings, letters, and text messages.

Appendix A- Risk Assessment and Behaviour Management Plan proforma- Belleville Wix Academy Risk Assessment and Management Plan for Children who present with challenging behaviours, including Positive Intervention.

Name:	Class:	Date:	Review Date:
Keyworker:	Other staff involved in writing plan:		
Parent/carer present? y/n	If no, how will plan be shared with parent/carer?		

Key for Risk Assessment

Likelihood *	Severity **
5 = Very Likely	5 = Death or life changing injury
4 = Likely	4 = Serious injury requiring hospitalisation. Physical or mental trauma to pupil, other pupils or staff – and parents
3 = Possible	3 = Bruising or some physical injury – (may require checking over by GP or visit to hospital) – upset to pupils, staff and often parents as well.
2 = unlikely	2 = slight scratch, bump, knock (requiring no medical attention) to others often as a result of type of behaviour in 1 below. Sometimes more serious damage to property that also presents danger to pupil and others – breaking of glass windows etc.
1 = very unlikely	1 = Boisterous type of behaviour that makes others feel upset or unsafe. Unpredictable actions in terms of speed or force which often causes damage to property in particular. No intent to harm a person - Causes rising anxiety in others around esp pupils (adults trained to stay calm) who have to get out of the way.
Take likelihood of risk x severity of outcome. As a guide use a score of 6 as a benchmark – any score above 6 will indicate that interventions need to be put in place to manage the risk.	
Identification of Risk	
Describe the foreseeable risks	Is each risk potential (you are concerned that it could happen soon) or actual (it has happened)?

Assessment of Risk	
In which situations does the risk usually occur?	
Who is at risk in crisis situations and is likely to be injured or hurt? (could be physically or emotionally)	
How likely it is that the risk will arise?	Likelihood score*:
What kinds of injuries or harm are likely to occur?	Severity score**:
How serious are the adverse outcomes	Likelihood score x severity score =

Behaviour Support Plan to manage Risk

<p>What we want to see (could be IEP target)</p>	<p>What strategies and teaching methods support this?</p>
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<p>First signs of things going wrong (MAPA 'anxiety' stage)</p>	<p>Proactive interventions to support</p>	<p>Benefits/drawbacks</p>
<p>How things escalate (MAPA 'defensive stage')</p>	<p>Early interventions to manage risk</p>	<p>Benefits/drawbacks</p>
<p>What we are trying to avoid (MAPA 'risk behaviour' stage)</p>	<p>Reactive interventions to respond to adverse outcomes</p>	<p>Benefits/drawbacks</p>
<p>How will this plan be</p>		

communicated to others?	
Is there any training or other advice needed?	

Evaluation of Behaviour Support plan and level of risk

Date of initial plan:		Date of this review:	
Number of incident reports since plan set up:			
Review attended by:			
Measures set out	Effectiveness in supporting the child		Impact on risk
Proactive interventions to prevent risks			
Early interventions to manage risks			
Reactive interventions to respond to adverse outcomes			

Current assessment of risk: Likelihood = x Severity =

ACTIONS FOR THE FUTURE

Appendix B- Use of Restraint Record

BWA Primary School: Use of Restraint Report

(from 'Training in Positive Handling Workbook v. 2013.1' by Team Teach)

1. Details of pupil on whom restraint was used		
Name		
Class		
Date		
SEN/vulnerable?		
Staff involved directly		
Staff witnessed		
Other pupils involved directly		Any SEN/Vulnerable needs?
Other pupils involved as witnesses		Any SEN/Vulnerable needs?-
2. Description of incident (including any attempts to de-escalate and warning given that restraint may be used)		
3. Reason for using restraint		
4. Description of restraint used		
5. Details of any injury suffered by staff/pupils (including any first aid/medical attention required)		
6. Follow up (including post incident support and any disciplinary action against pupils)		
7. Sharing of information		
8. Has any complaint been lodged? (please circle)		
No-		
Yes: (give details of by whom and who to)-		

9. Name of person compiling report:	Role:
10. Name of person countersigning report:	Role: