



Positive Handling Policy

May 2017

Safeguarding

At Hadley Wood School, everyone in our school community has a duty to safeguard and promote the welfare of the children at the school. Safeguarding training will be available to all staff and Governors at the start of each academic year. **All adults are very aware that, except in exceptional circumstances, they should avoid touching the children.**



Confidentiality

Sometimes we may have concerns about a child's welfare and need to share information in order to work in partnership with other agencies. We will always ensure that our concerns about our pupils are discussed with their parents/carers first, unless we have reason to believe that this is not in the child's best interests.

Behaviour

Hadley Wood is a Values school. Children are constantly reminded about how they should treat others and property, through assemblies and PSHE lessons. The school has a Behaviour Policy which is published on our website for all stakeholders. The expectation is that children will abide by the Behaviour Policy and that minor transgressions will be addressed according to that policy.

Positive Handling

We acknowledge that there may be occasions when children lose control of themselves and behave in a way that could endanger themselves, others or property. Such extreme behaviour could undermine the working atmosphere and equilibrium of the class. On these occasions it may be necessary to physically restrain a child, or remove them to a place of safety where they can take the time to calm down without an audience. The Enfield Behaviour Support Service offer a two day training course where staff are trained in de-escalation of incidents and '**positive handling**', which is a safe way for two adults to hold a third person so that they are unable to move. Once immobilised, the decision can be made about whether the child needs to be taken to a place of safety. We will ensure that at least two members of staff have had this training and where possible it will be these people who support a child.

It must be clearly understood that this should always be set within the school's overall behaviour management framework and is only used as a last resort, under-pinned by sound risk assessment. DfE guidance on use of reasonable force 2013 establishes the power of teachers and other staff to use reasonable force if required. This applies to all occasions when that member of staff is in charge of children both on and off school premises. There is no legal definition of reasonable force, this would depend on the individual circumstances of each case.

N.B. An adult in charge of children has a responsibility to intervene in the event of the following types of incident:

- **imminent risk of injury**
- **imminent risk of significant damage to property**
- **where a pupil is compromising good order and discipline**

The definition of restraint is **the positive application of force with the intention of controlling the child.**

If possible, only **trained** members of staff should handle a child. If only one trained member of staff is available they should ask any other member of staff to assist them, under their guidance.

If restraint is required for an extended period (for example, more than five minutes), a senior member of staff must monitor the situation closely with a view to safeguarding the child and the staff concerned. After the incident, it is vital that a full report is completed by all concerned and staff are given de-briefing in order to support the child, the members of staff involved, any other children involved and the parents. In the event of an incident when physical restraint is required, an incident form will be completed within 24 hours. The parents/guardians or carers should meet with the Head/Deputy head teacher as soon after the incident as possible. Copies of the form will be kept on the Behaviour file.

Equal access

At Hadley Wood Primary School, we are committed to offering an inclusive curriculum to ensure the best possible progress for all of our pupils irrespective of faith, nationality, sexual orientation, gender identity or gender expression. We understand that a child with physical or emotional problems might be more vulnerable to needing physical support from adults but we will make every effort to

- treat disabled pupils as favourably as others, so that they are not disadvantaged for a reason which relates to their disability
- take reasonable steps to avoid putting disabled pupils at a substantial disadvantage

Hadley Wood Primary School is firmly committed to equality and diversity, and when carrying out our functions, we shall have due regard to the need: to eliminate unlawful discrimination and harassment; to promote equality of opportunity between men and women.

Other Policies

This Policy should be read in conjunction with the School's Child Protection Policy and Behaviour Policy.