

Compassion – Courage – Hope – Integrity – Justice  
Respect – Responsibility - Wisdom



**Herne Bay Junior School**

# Positive Behaviour Management Policy

**Policy Agreed: May 2019**

**Review Date: May 2020**

# Positive Handling Policy for Herne Bay Junior School

## Introduction

The Governing Body and management of the school recognise the serious implications for all concerned when the use of physical intervention becomes necessary. In particular they acknowledge the stress and very real anxiety that such actions can and do generate in children and young people, parents and staff.

The production of this policy and guidance will ensure everyone at Herne Bay Junior School has a positive and safe way to respond to the use of physical intervention.

All staff have been trained in behaviour management, restorative approaches and positive handling to deal with situations whereby a child or others are put at risk. Staff will use appropriate methods of holding, escorting and/ or restraint which they will be expected to apply to the best of their ability. The child/ children's safety is paramount during any incident.

This policy has been formulated to ensure that children and young people, parents, staff, the Education and Libraries Directorate and other agencies are fully aware of the context for the school's response to behaviour that requires physical intervention. Further it is designed to provide detailed guidance for all concerned regarding the use of holding, escorting and positive handling, including when it is appropriate to physically intervene and what strategies must be used in so doing.

## Ethos

- Clear and unequivocal emphasis on the rights of children to be kept safe at all times
- Physical intervention should only be used when all else has been tried and the situation is likely to become dangerous for children and staff. This is with the full agreement of the Headteacher
- Staff need to keep themselves safe at all times
- All actions must be conducted in the context of the school's policy
- Staff have received training in Positive Behaviour Management with Positive Handling
- Clear and accurate records of the antecedents, behaviour and consequences must be maintained through CPOMS.
- Staff will consider that past experiences of children will affect the way they respond to physical interventions. Those with a history of physical or sexual abuse will often have painful and disturbing memories triggered by such interventions
- Children with the above experiences could also experience adverse reactions to witnessing physical interventions

## **Principles**

It is recognised that good behaviour must be acknowledged and celebrated as a matter of course and that this in itself is a primary tool in managing behaviour. Additionally the management of behaviour at Herne Bay Junior School is based on the belief that children and young people have the right to learn from their experiences of life. This will at times involve testing the clearly defined boundaries established by the behaviour management system used in the school.

A fundamental issue to be considered in the use of any form of physical contact with a child or young person is their absolute right to be both “touched” and “not touched”. It is clear that for some young people who may have had experiences of abuse in the past the issue of being touched in any way must be managed sensitively. Similarly for some young people their need for emotional support and comfort may at times extend to being physically comforted and this too must be managed appropriately. In the light of these examples the judgments that all adults must make before touching any young person are as follows:

- Is the physical contact truly in the best interests of the child?
- Is this appropriate given my knowledge of the young person?
- What would be the consequence of not making physical contact?

Wherever possible strategies for regular, necessary physical contact / intervention should be detailed within an Individual Behaviour Plan formulated by the young person and family, the Assistant Head Teacher, class adults and the school Behaviour Lead.

It is the responsibility of everyone at Herne Bay Junior School to ensure that the environment is calm and safe for all. Children and young people have the responsibility to recognise when their behaviour is likely to compromise this situation and to have due regard for the comfort, safety and well - being of all within the school community. Parents must be encouraged to support the school in the provision of a safe calm and happy community by discussing with their son/daughter the necessity to be sensitive to the needs of others in the school.

## **Definitions**

For the purposes of this document the terms holding, escorting and positive handling will be defined by the outcome, which is intended when physical intervention is applied.

Escorting – the intention to move a child away from a particular area, the degree of force will determine when this becomes a restraint i.e. when the child has no choice but to move under the directions of staff.

Holding – the intention is to keep the child in a particular place for their own or other’s safety.

Positive Handling – the intention is to manage the child because they have lost all control and are a danger to themselves and or others or property.

## **Holding and Escorting**

To be used to discourage and redirect unwanted behaviours which are likely to lead to a loss of control by the young person resulting in damage to self and/ or others, severe disruption to the environment or damage to property.

Staff will use their judgment in using this method as to whether it is likely to lead to a full restraint. Factors for consideration will be the likely reaction of the young person based on the most recent and accurate information available and the content of any plan; the environment i.e. the impact of onlookers, events immediately preceding the incident.

At all times the young person is made aware of what is expected of them and that as soon as there is a genuine attempt to comply with such expectations the hold will be ceased. Always the amount of force that is used should be the minimum necessary to successfully achieve the desired outcome as defined above.

Safe escorting involves guiding by the elbow or across the back towards safety.

## **Positive Handling.**

Positive handling should only be used as a last resort. Staff should always attempt to diffuse the situation by;

- appropriate use of voice in terms of pace, volume and tone
- adjustment of body position to ensure minimum threat to the young person and maximum safety for staff - generally a sideways stance
- facial expression eye contact is positive and calming
- appropriate use of humour and distraction
- making clear the expectations of all concerned in the incident and the likely consequences if behaviour deteriorates further
- seeking help from other staff to diffuse the situation

When positive handling is used it should always be **USED WITH CARE**

**U**RGENTLY required to prevent immediate possibility of harm or damage to self, others or property.

**S**AFE using only the minimum of force necessary.

**E**FFECTIVE not if it will make the situation worse.

**D**ECENT great care must always be taken to avoid sensitive areas of the body, the risk of cultural offence or the risk of sexual arousal.

**W**ITNESSED every effort must be made to ensure the presence of another member of staff as a witness and assistant.

**I** NDEPENDENT of size the method of restraint used must depend for its efficacy on the technique and not the relative sizes of staff member and young person.

**T** IMED the restraint should only continue for the minimum time for it to be effective.

**H** ARMLESS it must always be an act of care and control never punishment.

**C** ALMING the intention is to help the young person regain their self-control, there should always be a calming dialogue to that end.

**A** PPROPRIATE to the circumstances, only when all else has failed, only for as long as necessary.

**R** ECORDED all incidents of restraint must be recorded using CPOMS.

**E** XPLAINED reasons for the restraint and resolution of the incident should be conducted with the young person as soon after the incident as will be effective.

Positive handling would be holding the child for security from behind, across the torso and above the elbow ensuring voice and posture are supporting, not aggressive. This is to reduce anxiety and confrontation. At all times, the adult will communicate expectations clearly and calmly. The adult will always explain to the child that once they are calm they will be released from the hold.

All incidents of positive handling should be discussed at the earliest opportunity by the staff concerned and a member of the Leadership Team, then the parents.

### **Support for Staff**

It is the responsibility of all staff to ensure the safety and wellbeing of all members of the Herne Bay Junior School community at all times. This responsibility must extend to them in the first instance. It is therefore essential that trained staff make a judgement quickly about the safety of using a hold or positive handling. They should only proceed if they have determined that all else has been tried and failed, that there is likely to be serious harm to persons or property if nothing is done or that the good order of the environment will be severely disrupted. Finally, that they can apply the hold or positive handling safely for the young person and themselves.

In circumstances where staff judge that they are unable to apply positive handling satisfying the above condition of safety they should quickly send for a member of the Leadership Team or the school Behaviour lead and do what they can to contain the situation, whilst the office contact parents.

Staff that have had to use physical intervention will be offered the opportunity to discuss their feelings about the incident as soon as is helpful. It is an expectation that all staff acknowledge the importance of using a senior member of staff to discuss the issues raised for them personally by using positive handling.

The Governors and Leadership Team will support the actions of staff in the use of physical intervention provided that they have been conducted in the context of this policy and the methods drawn from the county guidance have been used.