



Positive Handling Policy

Rationale

Situations involving decisions about whether to use force can occur in any school. Both using force and deciding not to can entail significant risks for pupils and staff. Establishing a clear policy is an important part of minimising these risks.

Objectives

It is our priority at St John's to maintain the safety of all pupils and staff to ensure that individuals are free from personal injury and cannot cause injury to others. We will take all appropriate steps to prevent any serious breaches of school discipline and prevent serious damage to property.

Minimising the need to use force

At St John's we aspire to create a calm environment that minimises the risk of incidents that require the use of force.

We have a robust behaviour policy which treats all children fairly and children know they have a choice in the action they take. This gives them self-discipline skills.

We teach pupils how to manage conflict and strong feelings, and regularly discuss issues and emotions.

A range of positive rewards to motivate and praise are used.

We have a motivational curriculum based around Mantle of the Expert.

We have systems in place to de-escalate incidents if they arise, such as Class Dojo, small time-outs and planning room.

We use force only when the risks involved in not doing so outweigh the risks involved in using force.

Staff authorised to use force

All teachers and staff that the Head has authorised to have control or charge of pupils automatically have the statutory power to use force.

Deciding whether to use force

Staff should use force only when:

- the potential consequences of not intervening are sufficiently serious to justify considering the use of force;
- the chances of achieving the desired result by other means are low;
- the risk associated with not using force outweigh those of using force.

Staff will be kept informed about and advised how to deal with pupils who present particular risks to themselves or others.

Using force

Staff should always use the minimum force to achieve the desired result. A clear verbal warning should be given to the pupil that force may have to be used. Safe handling techniques should be followed as far as possible. Where possible, ensure that another responsible adult is present to support, observe and call for assistance.

Recording and reporting incidents

All incidents which require the intervention of the Head or Assistant Heads are recorded on CPOMs. Incidents which result in a child being restrained will be recorded on CPOMs under the physical intervention category. This information can then be shared with parents and where necessary other professionals.

Post-incident support

Any physical needs will be addressed immediately. Both child and adults involved will be allowed some time out. Both will be given the opportunity to discuss the incident, with others where appropriate, and with each other to restore a positive relationship.

Complaints and allegations

See complaints and whistle-blowing policies.

Monitoring and review

This policy has been shared with all stakeholders. It will be reviewed alongside the behaviour policy and incident log by the Senior Leadership Team and Governors periodically.

Reviewed: January 2020

Next Review: January 2022