

Positive Handling Policy

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

The behaviour team are trained in positive handling led by Team-Teach trainers (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:

- Positive Handling plans are 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.
- CPOMS allows us to monitor behaviours and interventions and reflect upon these
- Half termly refresher meetings in the Team Teach strategies and techniques for all Behaviour Support team, and continuous review by Behaviour Support Manager to implement these.

Positive Handling Plans

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 Head Teacher and the Behaviour Support Manager will regularly review the list of children requiring a positive handling plan.

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. CPOMS is a secure online incident recording system. Data entered is time stamped and kept indefinitely in case it forms part of an investigation.

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