

Positive Handling Policy 2018

Monitoring

By	Review period	Method
Senior leadership team	Annual	Meeting

Ownership: A Stoten, Assistant Principal

Revision History

Review	Changes	Next review date
January 2017	None	January 2018
November 2018	None	November 2019



Purpose of the Policy

The purpose of the policy is to set out for all individuals to make clear what positive handling is and when it is appropriate for these measures to be taken.

St Joseph's Vision and Values and how this policy support this

Our College Vision statement states that:

“Our Catholic College seeks to be a community in which all are valued, where the life and the relationships of the College are permeated by Gospel values and in which the individual is seen as unique, with infinite potential for growth towards wholeness. The College, in active partnership with home, parish and the wider community, endeavours to prepare all its members for a future in which they will be able to make a positive contribution and take up the challenge of their faith.”

This policy supports this vision by allowing individuals to carry out their roles in the College without fear of violence or abuse.

Outline of Policy

Context

Section 93 of the Education and Inspections Act 2006 enables College staff to use such force as is reasonable to prevent a student from doing, or continuing to do, any of the following:

- a. committing any offence;
- b. to prevent students from hurting themselves or others, from damaging property, or causing disorder;
- c. prejudicing the maintenance of good order and discipline in the College among any students receiving education here, whether during a teaching session or otherwise.

This reasonable force will constitute positive handling.

The decision on whether or not to physically intervene is down to the professional judgement of the staff member concerned, and should always depend on the individual circumstances.

The staff to which this power applies are:

- a. any teacher who works at the College;
- b. any other person whom the Head of school has authorised to have control or charge of students, including:
 - i. support staff whose job involves the supervision of students
 - ii. staff who the Head of School has given temporary authorisation to have control or charge of students, such as paid members of staff who do not normally supervise students and unpaid volunteers.

Procedure

Using force to restrain or physically direct a student should be regarded as a last resort after other behaviour management strategies have been employed and it is deemed that no other behaviour management strategy will work.

If positive handling is used, staff should take the following steps.

- a. Alert the Pastoral Team, Front Office or nearest member of staff immediately by sending responsible students to these areas.
- b. Use calming techniques to lessen the impact of the incident on those involved and any other people present.
- c. Front Office notify Cover Co-ordinator that cover should be immediately organised for classes as necessary.
- d. Once the student has been positively handled, he or she should be taken to the Pastoral Area or another quiet room so the student can be calmed.
- e. Two members of staff should stay with the student at all times until the parent/carer has been notified and collects the student if appropriate.
- f. If a student who requires positive handling has a disability or special educational needs, reasonable adjustments in positive handling should be made.

Following the incident, the following should take place:

- a. The incident should be recorded immediately on the management information system if possible by all staff involved, but no later than the next working day as circumstances dictate.
- b. The Head of School or SLT member in charge should be notified immediately of the incident.
- c. The student's statement should be recorded as soon as possible.
- d. The Head of School or SLT member in charge should discuss the incident with the member of staff within 24 hours to hear concerns and all appropriate steps are taken to support colleague.
- e. The student should be counselled on reasons why it was necessary to use positive handling on him or her.
- f. Student witnesses should be interviewed about the reasons that led to the incident. The interviewer should be a senior member of staff who was not directly involved in the incident.
- g. Parents/carers of the student should be offered the opportunity to discuss the matter with the College.

How this policy operates in practice is detailed in *Use of Reasonable Force Advice for Headteachers, Staff and Governing Bodies*, July 2013.

Links to other policies

Code of Conduct

Behaviour Policy

Safeguarding Policy

Unacceptable behaviour may result in the police being informed of the incident.