



Grasmere Nursery School

Positive Handling

Ratified by Governors

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Grasmere Nursery School

Introduction

At Grasmere Nursery School there are children whose specific learning difficulties, social or emotional difficulties mean that they can present behaviour that may occasionally necessitate the use of restrictive physical interventions to prevent injury, damage to property, or a serious breakdown of discipline. All staff must be aware that use of physical intervention must be a reasonable, proportionate, and necessary, in the best interest of the child and comply with:

- Advice from the Department for Education on Use of Reasonable Force, Advice for Head teachers, staff and governing bodies (2011)
- Advice and Input from the Lantern Behaviour unit
- If a child is in danger of harming themselves or others
- Staff may use physical intervention only if they have completed appropriate training for the needs of the individual child which will be provided by the lantern Behaviour unit or stipulated in our care and conduct policy, except in the emergency situations outlined below.

School Expectations

Physical intervention should always be a last resort and be avoided whenever possible. The use of restrictive physical interventions should always be considered within the wider context of other measures. These include establishing and maintaining good relationships with children and using diversion, de-escalation and negotiation to respond to difficult situations. The use of physical force that is unwarranted, excessive or punitive is not acceptable. Failure to comply with this principle, when considering or using positive handling will mean that school disciplinary procedures will be invoked.

Acceptable forms of intervention

We have children in our Nursery from the age 0-5, this includes children with severe and complex special needs. Such young children require positive touch and a more hands on approach to support their personal, social and emotional development as well as supporting them in all other areas of learning. According to the needs of individual children, we may use physical touch/ intervention:

- To give reassurance or comfort a child in distress.
- To ensure children have every opportunity to benefit from the nursery curriculum (EYFS)
- To gently direct a child
- To support children in learning life skills such as toileting
- When providing intimate care such as changing nappies
- To provide support within a physical activity such as climbing/movement

Positive Behaviour Management

The school's Care and Conduct policy requires teachers and support staff to meet the needs of the children in our care. If any measures need to be taken in response to an incident, they will be

decided upon once full understanding of the situation has been gained. Such measures will always be designed to support the student, or students, and at no time be deemed to be punishment.

All staff should adopt a positive approach to improving behaviour in order to reward effort and application, and to build self-esteem. The school should work in partnership with those who know the child to help those concerned:

- find out why this child behaves as he or she does
- understand the factors that influence this child's behaviour
- Identify early warning signs that indicate foreseeable behaviours are developing.

This approach will help to ensure that early and preventative intervention is the norm. It should reduce the incidence of extreme behaviours and ensure that the use of positive handling is rare.

If the behaviour is part of an ongoing pattern it may be necessary to address the situation through the development of a Positive Handling Plan, which will include strategies agreed by the SENCO. This may require additional support from other services or outside agencies.

All Pupil Behaviour Management Plans must be shared with parents/carers before implementing them in school. Plans should include a risk assessment covering all behaviours where physical intervention of any kind may be necessary and should set out the actions which may be taken to:

- meet the pupil's needs
- encourage the pupil to make positive choices and develop self-control
- support the pupil in difficult situations
- safely manage crises if and when they occur.

Once Behaviour Management Plans have been agreed, they should be communicated to all staff and the senior leadership team.

The Behaviour Management Plan/Risk Assessment will be reviewed at least once a term and more often where necessary.

Risk assessment and planning for use of restrictive physical interventions

The Pupil Behaviour Management Plan will include a risk assessment for pupils for whom positive handling plans have been created.

Use of restrictive physical interventions in unforeseen and emergency situations

On occasion, staff may find themselves in unforeseen or emergency situations when they have no option but to use physical intervention to manage a crisis. It is recommended that:

- before handling a child - staff attempt to use diversion or de-escalation to manage the situation
- when using positive handling - staff must use techniques and methods discussed at their induction meeting and training staff meetings
- in exceptional circumstances (where permitted techniques are ineffective or staff are unfamiliar with the action they should take) – staff manage the situation as best they can and act ‘in loco parentis’.
- Staff intervention must be proportionate and for the minimum time necessary.

Staff must **always** report and record use of positive handling on a Positive Handling Intervention **on the day the incident takes place**.

There are a wide variety of situations in which physical intervention might be reasonable, proportionate and necessary, to control or restrain a pupil. They will fall into three broad categories:

1. where there is a risk of injury to themselves or others;
2. where there is a risk of significant damage to property;
3. where a pupil is behaving in a way that is compromising good order and discipline.

Post-Incident Support

Incidents that require use of restrictive physical interventions can be upsetting to all concerned and may result in injuries to the child or member of staff. Following any incident, it is important to ensure that staff and children are given emotional support and basic first aid treatment for any injuries. Immediate action should be taken to ensure that medical help is accessed for any injuries that require other than basic first aid. All injuries should be reported and recorded in accordance with school procedures.

A member of the Leadership Team must be alerted as soon as possible that a situation involving physical intervention is taking or has taken place.

Appropriate support based on the severity of the incident will be provided for staff and children after the incident. The Leadership Team member will ensure that all correct procedures are followed. These procedures must include:

- Notification of parent or guardian that the incident has taken place
- First aid as appropriate
- Checking that all parties have recovered sufficiently before resuming their normal responsibilities.

Reporting and recording use of restrictive physical interventions

All incidents involving restrictive physical intervention must be recorded, **on the same day**, on the appropriate form (B4). All incidents of physical restraint to be recorded in the physical intervention diary, which is located in the head teacher's office.

The record must include:

- the name(s) of the pupil(s) involved, and when and where the incident took place;
- the names of any other staff or pupils who witnessed the incident;
- the reason that force was necessary (e.g. to prevent injury to the pupil, another pupil or member of staff);
- how the incident began and progressed, including details of the pupil's behaviour, what was said by each of the parties, the steps taken to defuse or calm the situation, the degree of force used, how that was applied, and for how long;
- the pupil's response, and the outcome of the incident;
- details of any injury suffered by the pupil, another pupil, or a member of staff and of any damage to property.

Monitoring use of restrictive physical interventions

Use of physical intervention is monitored in order to help staff learn from experience, promote the wellbeing of children in their care, and provide a basis for appropriate support.

NN1P Policy on Restraint Reduction

Responding to complaints

Complaints or allegations will be dealt with following Luton Borough Council Personnel procedures adopted by the school.