

ETTINGTON CE PRIMARY SCHOOL

Reviewed December 2023



Learning For Fullness of Life

Trust - Respect - Love

TEAM TEACH & POSITIVE PHYSICAL INTERVENTION POLICY



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TEAM TEACH & PPI POLICY

At Ettington C of E Primary School we aim to;

- create a calm, purposeful environment where staff and pupils feel secure
- encourage positive behaviour
- have consistent strategies to manage unacceptable behaviour
- set in the context of the ages and abilities of the children in school

This policy is a statement of the arrangements for the use of positive physical intervention at Ettington C of E Primary.

Rationale

- This policy is based on the idea that physically restraining pupils will be as a last resort and occur rarely and only when there is no alternative in their's and other's interests and safety. Physical intervention should only be used where behaviours are such that they will have a direct impact on the safety of the pupil, of others, where there is a risk of damage to property or where there is serious disruption.
- Ettington Primary recognises the importance of placing its policy on positive physical intervention within the context of its whole-school approach to behaviour and discipline. Our school's behaviour policy sets out the steps taken within school to positively promote and encourage good behaviour amongst pupils; is specific about what behaviour is expected of pupils and what is unacceptable and sets out the range of sanctions and steps which staff might feel it becomes necessary to apply.

Aims & Objectives

The school also recognises the potential difficulties which staff can sometimes be faced with in their day to day dealings with pupils on matters involving behaviour and discipline. The school's approach to the issue of physical intervention is that:

- Pupils are entitled to a safe and secure environment in which the highest value is placed on learning how to behave appropriately towards others.

- Staff are also entitled to a safe and secure environment and have a right to personal support and guidance about what is expected of them in a difficult situation.

Training

All staff may apply positive physical intervention in an emergency situation to protect the pupils or themselves without having received formal Team Teach training according to LA and DfE documentation. However, the school will train specific key members of staff and to update that training formally using the local authorities accredited Team Teach trainers.

Current members of staff who have received Team Teach training (March 23) are:

- Michelle Crowe
- Tom Higgitt
- Anna Swift

Implementation

The school has a duty of care to all its pupils. Staff will therefore be required to act in a manner which safeguards and promotes the welfare of their pupils, and to do everything reasonable that is within their power to protect the child from harm, from harming others or from causing serious damage to property. In exceptional circumstances the carrying out of this responsibility may involve the use of reasonable force by the trained members of staff in accordance with the school's policy to physically control or restrain a pupil whose behaviour lies well beyond the usual boundaries of self-control.

Physical intervention should at no time be used as a threat, a punishment to the pupil, or to force compliance with staff instructions when there is no risk of injury or serious harm to property.

Positive Physical Intervention will only be used in the following circumstances:

- The child is attempting to harm himself/herself or his/her actions may result in harm to another pupil.
- There is a risk of physical injury to a member of staff or a member of the public.
- Significant damage to property is being caused.
- It is the judgement of the member of staff that there is a serious risk of any of the above happening unless immediate action is taken.
- The child is engaging in any behaviour prejudicial to the maintenance of good order and discipline in the school.

Wherever possible, staff should exhaust a range of appropriate behaviour management strategies aimed at preventing the situation from reaching the point at which physical intervention becomes considered, for example, discussion, persuasion, a brief period of withdrawal from the main group. PPI will therefore only be used as a last resort after all

other agreed avenues to defuse and de-escalate the situation have been pursued or where staff feel that immediate action is required.

Once a member of staff has decided to intervene physically in order to prevent injury occurring to any person, or serious damage to property, then he/she should:

- Give clear instruction warning the pupil that unless he/she conforms then physical intervention will be applied.
- Calmly explain to the pupil that staff are unable to allow him/her to damage or hurt others, once they have calmed down and no longer posing a threat then the restraint will cease.
- Summon help from a Team Teach trained member of staff, to assist and, where possible, one other to act as a witness.
- Other staff may need to swap in as needed.
- Use only the minimum force necessary to prevent injury or damage, and apply for the minimum amount of time.
- Gradually relax PPI as soon as it is judged safe to do so, to allow the child to regain self-control.
- Reassure the pupil that no harm will follow.
- Both pupil and the adult should be given time to recover, acknowledging that emotional distress takes longer to subside than physical symptoms. Immediately following an incident, with due consideration given to the safety of other staff and pupils and the good order and discipline in school, staff involved will be given the opportunity to take time out.

Roles and Responsibilities

The role of the Team Teach trained teacher is to:

- Act in a manner which safeguards and promotes the welfare of their pupils, and to do everything reasonable that is within their power to protect the child from harm, from harming others or from causing serious damage to property
- Work according to the training received from the Team Teach representatives

The role of the Head Teacher and Assistant Head Teacher is to:

- Ensure that reports of incidents are correctly filed with copies sent to parents and Social Care as appropriate.
- Ensure training for all staff is kept up to date (every 3 years).
- The appropriateness of physical intervention
- Ensure that in the case of a looked after child, a copy should be forwarded to the key social worker in order to be placed on a child's case file.
- Arrange for reports monitoring and evaluating the use of restraint to be prepared on a regular basis for the Governor responsible for Safeguarding Children (Sue Lindley).
- Monitor the use of restraint, including consideration of:

1. The attempts at defusing situations
2. Correct post-restraint procedures have been carried out

3. The need for Positive Intervention Plans that clearly outline specific interventions to support the child
4. The need for INSET/training for staff

The role of the Governing Body is to:

- Ensure that the policy is administered fairly and consistently
- Review this policy every three years

Monitoring and Review

The Headteacher will:

- Monitor the effectiveness of this policy on a regular basis
- Ensure that parents are involved in the creation of any Positive Intervention/Behaviour Plans and agree to all listed interventions
- Report to the Governing Body on the effectiveness of the policy
- If necessary, make recommendations for further improvements

Recording incidents

All serious incidents, which result in a physical intervention taking place, will be recorded on Positive Handling Sheets in the Team Teach bound record book (Headteacher's Office). Furthermore, a Critical Incident form will be completed.

Reporting incidents

Following a physical intervention taking place, the parents/carers of the pupil involved will be informed by either telephone and a copy of the report will be sent home.

Post-Incident support

It is essential that following a physical intervention that both the pupil and member[s] of staff involved are provided with support. Immediately after the incident, both parties will be given time to calm down, as it is not possible to debrief effectively until adrenalin levels subside.

The incident will be discussed and the opportunity to review how this could [if possible] have been handled differently will be considered. This will enable staff to develop their skills and knowledge and enable work to be carried out with the pupil about developing strategies that will support them in finding more appropriate ways of managing their behaviour.

A further meeting will be facilitated if necessary between the member[s] of staff and the pupil to enable them to rebuild relationships.

Complaints

Ettington C of E Primary has a complaints procedure in place. Should a complaint arise following an intervention this will be activated and the procedures followed.

However, if concerns arise when the investigation of the incident is taking place regarding misconduct by a member of staff, then the child protection policy and procedures may require to be followed. The Headteacher will make this decision. If the complaint is regarding the Headteacher then the Chair of Governors will make this decision.

Alternatively, depending on the nature of the alleged misconduct, the decision may be to follow the disciplinary policy and procedures.

Manual Handling

For issues relating to manual handling activities, including the lifting and moving of furniture and heavy objects all staff must refer to the Warwickshire County Council Manual Handling Policy (see appendix 1). The school also has a risk assessment for manual handling activities in school.