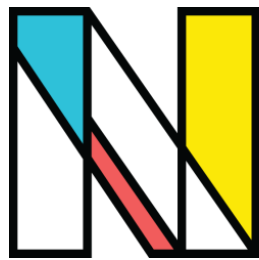


Newfield School

Care and Positive Behaviour Support Policy 2023



Newfield

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Introduction

This revised policy has been prepared as a result of a review of both the existing Care and Control policy and our new Emotional Regulation Support policy. The responsible person for the implementation of the policy is the Head Teacher. This policy will be reviewed annually by the Head teacher, Deputy Head teacher and the Governing Body.

This policy takes cognisance of, and is informed by, “Use of reasonable force: advice for Head teachers, Staff and Governing Bodies for schools in England”, published in 2013, Behaviour Policy Guidance for Schools, 2019, the Education and Inspections Act 2006, Education Act 2011, joint guidance issued by the DfES and DOH 2003, and the guidance issued by ADCS in 2009 to Local Authorities in their protocol on restrictive physical interventions.

This policy should be read in conjunction with other school policies and guidance relating to interaction between adults and pupils including; anti bullying policy, safeguarding policy, attendance policy, curriculum policy, and health and safety policies.

The policy has been prepared to support all teaching and support staff including students and volunteers who come into contact with pupils to explain the school's arrangements for supporting a positive change in behaviour. Its contents are available to parents and pupils and are available on the school website.

Aim

In implementing this Policy, we must be clear that each child is valued and that it is the inappropriate behaviour that is not wanted, not the child.

Underpinning values

Staff should ensure that pupils understand, as far as they are able, that there is an expectation of high standards of behaviour.

Parents should have committed themselves through the Home-School Agreement to work with the school to develop and ensure the good behaviour of their child and that he/she understands and follows the school's Emotional regulation and support Policy at an appropriate level.

Objectives

Good personal and professional relationships between staff and pupils are vital to ensure good order in our school. It is recognised that the majority of pupils in our school respond positively to the boundaries and support provided by staff including clear individualised

pg. 2 'Newfield School is committed to safeguarding and protecting the welfare of children and vulnerable adults as it' s number one priority. This commitment to robust recruitment, selection and induction procedure is shared by all staff and volunteers of Newfield School.

reward systems appropriate to their needs. This protects the well-being and safety of all pupils and staff in school. It is also acknowledged that, in exceptional circumstances, staff may need to take action in situations where the use of reasonable, proportionate and necessary force may be required. At Newfield School physical interventions are seen as only a small part of a holistic approach to meeting the many and varied needs of our pupils, including the need/right to be safe from harm (from themselves or others).

Every effort will be made to ensure that all staff in this school:

- (i) Clearly understand this policy and their responsibilities in the context of their duty of care in taking appropriate measures where use of force is necessary and
- (ii) Are provided with appropriate and regular training to deal with these difficult situations.

Minimising the need to use force

We constantly strive to create a calm environment that minimises the risk of incidents arising that might require the use of force. We have a Total Communication environment and staff use a range of strategies, e.g. Makaton, symbols, photos and objects of reference to support pupils in communicating effectively without the need to resort to challenging behaviour. In addition to this, pupils who present with challenging behaviour have an individual Behaviour Change Support Plans which will be agreed with staff, parents and where appropriate the students themselves.

Students who have issues relating to sensory processing or other conditions that may result in increased anxiety levels, and therefore an increase in the likelihood of challenging behaviour, may have individualised support or programmes to help them to manage this including daily sensory diets.

The school uses the nurture approach to help pupils to learn about feelings and managing conflict, where this is appropriate to their level of development. The school curriculum and ethos promote independence, communication, choice and inclusion. Pupils are given a myriad of opportunities for personal growth and to promote emotional wellbeing and the development of emotional intelligence.

All staff are trained in skills to develop proactive strategies to support students and help them to defuse situations before behaviour becomes challenging and how to de-escalate incidents should they arise. These alternative strategies will be used in preference to physical interventions and the use of force wherever possible and safe to do so. *Reasonable force* will only be used when the risks involved in doing so are outweighed by the risks involved in not intervening/using force.

Implications of the policy.

As teaching and support staff work 'in loco parentis' and have a Duty of Care towards their pupils, they could be liable for a claim of negligence if they fail to follow the guidance within

this policy. The use of Team Teach techniques is one of our health and safety control methods for reducing risks presented by pupil's challenging behaviour. Pupils' Behaviour Change Support Plans are Safe Systems of Work under Health and Safety Regulations. As such it is imperative that these plans are consistently followed and implemented by all members of staff.

The application of any form of physical support/intervention inevitably carries an attached risk of unintended harm and this places staff and the school at risk of potential litigation. Staff have a responsibility to follow this policy and to seek alternative strategies wherever possible in order to prevent the need for physical intervention. Staff need to be aware that they are responsible for:

- assessing risks (dynamic risk assessment) related to individual circumstances which may arise in the course of their day-to-day duties and
- making judgements about when the use of force is necessary and the degree of force which may be regarded as necessary to manage a situation.

Staff are required to justify their decisions in writing through the recording and reporting procedures outlined later in this document.

The Violent Crime Reduction Act 2006 effective from September 2007, gives schools powers to screen or search pupils for weapons. At Newfield School it is extremely unlikely that pupils would conceal weapons and therefore staff have not received any training in this area. Staff will not be requested to undertake searches. As the power to search should only be used where it is judged to be safe, if the school decides that a search is necessary then the police will be called.

Prevention and De-escalation

Every effort will be made to resolve conflicts positively and without harm to pupils or staff, property, buildings or the environment. The Daily Management/preventative strategies (pro - active) section of a pupil's Behaviour Change Support Plans will outline specific ways to prevent incidents with the individual pupil. Good classroom organisation, clear boundaries that are consistently maintained, a total communication approach and interesting lessons will be effective in preventing incidents with almost all pupils.

De-escalation techniques should be used wherever possible and appropriate to defuse a situation and prevent an incident from occurring – a non-confrontational, calm but assertive approach is generally most effective.

Diverting the pupil's attention and distracting them from the "trigger" or a third person intervening (change of face) can also help to prevent incidents. These should all be used before resorting to restrictive physical interventions, unless safety is at risk.

Primary Prevention

This is achieved by:-

- Avoiding situations and triggers known to provoke challenging behaviour;
- Creating opportunities for communication, choice and achievement;

pg. 4 *'Newfield School is committed to safeguarding and protecting the welfare of children and vulnerable adults as it' s number one priority. This commitment to robust recruitment, selection and induction procedure is shared by all staff and volunteers of Newfield School.*

- Exploring pupils' preferences relating to the way/s in which they are managed;
- Developing staff expertise through a programme of Continuous Professional Development;
- The deployment of appropriate staffing numbers;
- The deployment of appropriately trained and competent staff.

Secondary Prevention

This involves the recognition of the early stages of a behavioural sequence or pattern that is likely to develop into violence or aggression and employing 'diffusion' techniques to avert any further escalation.

Where there is clear documented evidence that particular sequences of behaviour escalate rapidly into violence, the use of a restrictive physical intervention (RPI) at an early stage in the sequence may, potentially, be justified if it is clear that:

- Primary prevention has not been effective, and
- The risks associated with **NOT** using a RPI are greater than the risks of using a RPI.

Types of Incident

The Education and Inspections Act 2006 stipulates that reasonable force may be used to prevent a pupil from doing, or continuing to do any of the following:

- self – injuring
- causing injury to others
- committing a criminal offence

The incidents described in The Education and Inspections Act 2006 and The Use of Reasonable Force to Control and Restrain Pupils fall into three broad categories: -

- Where action is necessary in self-defence or because there is an imminent risk of injury.
- Where there is a developing risk of injury, or significant damage to property.

Examples of situations which fall within one of the first two categories, are:

- A pupil attacks a member of staff, or another pupil;
- Pupils are fighting;
- A pupil is engaged in, or is on the verge of committing, deliberate damage or vandalism to property;
- A pupil is causing, or at risk of causing, injury or damage by accident, by rough play, or by misuse of dangerous materials or objects;

- A pupil is running in a corridor or on a stairway in a way which he or she might have or cause an accident likely to injure him or herself or others;
- A pupil absconds from a class or tries to leave school (NB this will only apply if a pupil could be at risk if not kept in the classroom or at school).

Where a pupil's behaviour threatens good order and discipline and provokes intervention, some or all of the following approaches should be taken according to the circumstances of the incident:

- A calming activity should be offered/made available to the pupil, including the option to withdraw from the task/activity
- A clear positive statement should be given to tell the pupil what it is that you want them to do – i.e. give a positive instruction
- Positive reinforcement, praise and reward should be provided to the pupil for any attempt to calm down and/or behave appropriately, however small the effort.

Problems are normal where children are learning and testing the boundaries of acceptable behaviour. Our success is not measured by the absence of problems, but by the way in which we deal with them.

Risk Assessment and deciding whether to use Restrictive Physical Interventions

It may be necessary to make a judgement about the relative risks and potential benefits arising from activities which might provoke challenging behaviours compared with the impact on the pupil's overall quality of life if such activities are not allowed.

Both challenging behaviour and restrictive physical interventions will involve a risk – to both staff and pupils. A risk assessment aims to balance these risks. The aim of the individual pupil's Emotional Regulation Support Plans and of this policy is to reduce the risks associated with pupils' challenging behaviour as far as is reasonably practicable – both the risks that are associated with the behaviour itself and the risk of managing that behaviour. The risks of employing an intervention should be lower than the risks of not doing so.

A Challenging Behaviour Risk Assessment will be carried out if it is foreseeable that a pupil's behaviour may pose a risk to staff or pupils. This may result in Emotional Regulation Support Plan being devised. This will be done in discussion with the staff team working with the pupil. The plan will be shared with staff working with the pupil and stored in the orange lever arch file in each classroom.

All staff authorised to use physical intervention with pupils will receive training in Team Teach techniques as a risk reduction strategy and receive information about the risk to pupils of positional asphyxia. There are very clear protocols delivered during training to

minimise the risk of harm to pupils and to ensure that appropriate safeguards are implemented.

Therapeutic devices

A decision to use therapeutic devices to manage problem behaviours **MUST** be agreed by a multi-disciplinary team in consultation with service-users, their families, those with parental responsibility and advocates, and recorded within an individual's Emotional Regulation Support Plans

Strategies for dealing with challenging behaviour and supporting pupils in crisis

All staff will consistently use positive strategies to prevent the likelihood of incidents occurring, and to develop appropriate behaviour and good order – research shows that the way to improve behaviour is to praise and reward appropriate behaviour to increase the likelihood of it happening again! Alternative, positive behaviours are actively taught to replace inappropriate behaviour and every pupil has a target relating to this incorporated into their Behaviour Change Support Plans

The Governors acknowledge the ethos and high expectations of good behaviour throughout the school that have led to many pupils with challenging behaviour developing coping skills and ultimately being able to manage their own behaviour within the inclusive setting at Newfield. It is also acknowledged that progress can be very slow and some pupils may take many years to develop socially acceptable behaviour. A small steps approach, with positive reinforcement consistently and enthusiastically employed, and where progress is carefully recorded, allows staff and parents/carers/others to acknowledge the progress that all pupils make in changing their behaviour.

Definitions

Positive Handling describes a broad spectrum of risk reduction strategies. Positive handling is a holistic approach involving policy, guidance, management of the environment, and deployment of staff. It also involves personal behaviour, diversion, diffusion, and de-escalation. Positive Handling is seen as a proactive response to meet individual pupil needs and any such measures will be most effective in the context of the overall ethos of the school, the way that staff exercise their responsibilities and the range of behaviour change support strategies used.

Positive Handling Plans, at Newfield referred to as Behaviour Change Support Plans, are a plan for the positive management of pupils' behaviour. They are based on a risk assessment and identify positive prevention strategies and how a pupil may need to be supported in a crisis. The focus of these plans is how to keep everyone safe whilst ultimately teaching/supporting a pupil to change their behaviour to a more positive alternative. A SMART target is included in the Behaviour Change Support Plans so that everyone is clear what the pupil is working towards and how we will know when they have achieved this.

1. Physical Contact

We recognise that for staff physical contact with the young people we care for is an integral part of our job. Touch is essential to provide sensitive and good quality care. Used in context, and with empathy, touch supports the development of natural and positive interactions.

It would seem reasonable that young children do require opportunities for close contact such as cuddles/hugs and as long as this is within public view, sensitively carried out and age/person-appropriate the Governors would fully support this approach. At all times, (especially whilst assisting a pupil with their personal care and when teaching/practicing personal independence skills) staff should use discretion to preserve the dignity of those pupils needing help/support. See the document Safer Working Practice for Adults who work with Children and Young People in Education Settings, 2015 and the schools Touch Policy.

2. Physical Intervention (PI)

This may be used to divert a pupil from a destructive or disruptive action, for example guiding or leading a pupil by the arm or shoulder where the pupil is compliant.

This technique cannot be emphasised enough and in the hands of a skilful practitioner many pupils can be deflected from a potentially volatile situation into a less confrontational situation i.e. it may be possible to “defuse” a situation by a timely intervention.

3. Physical Control/Restraint/Restrictive Physical Intervention (RPI)

This will involve the use of reasonable force when there is an immediate risk to pupils, staff or property. **All such incidents must be recorded on IRIS** and an incident report on Oracle (for employees) must also be completed. The pupil's parents must be informed of any significant incident.

The level of compliance from the pupil determines whether or not the interaction is deemed an intervention or a restraint/RPI. Restraint is defined by Team Teach as the positive application of force by staff, in order to overcome rigorous resistance; completely directing, deciding and controlling a person's free movement.

Punishment

Although the law allows teachers to discipline a pupil 'whose conduct falls below the standard that could reasonably be expected of them' (Behaviour and Discipline in Schools 2013) it is unlikely that many of the pupils at Newfield School would intentionally exhibit poor behaviour in a way that they can control. Punishments must be 'reasonable' therefore punishments, such as detention, would be inappropriate for the level of comprehension of pupils with learning difficulties. Punishment or sanction will only be considered in the context of the

child's Positive Support Plan and will be both individual and appropriate to the needs of each child.

Behaviour Change Support Plans (See Appendix 2)

Challenging behaviour is often the result of a breakdown in communication. Staff involved in supporting children should aim to understand what function the behaviour serves and to facilitate the child learning more socially acceptable means of expressing their need for support. Behaviour Change Support plans (formerly Positive Support Plans) are the vehicle by which staff support the pupils; These are drawn up by staff who know the pupil well and adhered to by all staff working with the pupil.

The plan will outline how the pupil should be supported by staff and what alternative behaviour or communication strategy they are being taught. It is vital that these plans are followed precisely and consistently by all staff. The plans are reviewed and amended regularly at class or whole-school meetings. If the plan for a particular pupil contains anything which causes you concern or which does not seem to be working then you need to discuss this as soon as possible with the Class Teacher who is responsible for managing the pupil's behaviour. If you are the Class Teacher and have concerns then discuss this with Lindsey Cardoo, Hayley or a member of SLT. All plans are shared with parents and are reviewed at least annually. Plans may be reviewed more frequently if needed, especially if a pupil is going through an unsettled time or changes in patterns/types of behaviour.

In the instance of the occurrence of a new or difficult to manage behaviour, staff will carry out a Functional Behaviour Analysis (known as an ABC – Antecedents, Behaviours, Consequences) in order to monitor, assess and identify patterns and/or triggers of the new behaviour. The ABC is used only within the class and is not recorded on the school database. (See appendix 3)

Positive Handling Plans (see appendix 4)

Reasonable force will only be used as a last resort when all other positive support strategies have failed or when pupils, staff or property are at risk. Positive Handling Plans (PHPs) are developed for individual pupils when it is proven necessary to use reasonable force in order to continue to support their behaviours. If a PHP is developed for a particular pupil then parents are informed of this through discussion. Staff at Newfield School are trained in Team Teach which is fully accredited by the Institute of Conflict Management and is affiliated to The General Services Association. This training enables staff to feel more confident and competent in their management of disruptive and "challenging" behaviour, reducing stress by increasing safety and security for all involved. An individual pupil's PHP clearly states how the pupil will be supported, if it is deemed necessary to use physical restraint. (See appendix 1 – The Use of Force to Control or Restrain Pupils)

Pupils

Where a pupil has sufficient understanding their plan should be discussed with them and they should sign it. They may benefit from a simple symbolised version of the plan as an aide-memoir – the plan should be seen as supportive to/by the pupil. It may be beneficial to “rehearse” the plan so that they are comfortable with what will happen if they need support. The above is the responsibility of the class teacher.

Parents/carers/those with parental responsibility

When a plan is first drawn up the views of parents/carers and those with parental responsibility should be sought in relation to the plan. If parents/carers are not in agreement with the plan the Head teacher will attempt to negotiate a solution. If a solution is not found it may be necessary to review the suitability of the continued attendance of the pupil at Mayfield School. Parental permission will be sought to share the plan with other agencies involved with the pupil in order to encourage consistency of management, e.g. short-term break service/link family, after school club/Personal Assistants. Subsequent reviews of the plan will be sent home for approval and the plan will also be formally reviewed at the time of the Annual Review each year.

Bullying

Bullying can be defined as persistent action, criticism or personal abuse either in public or private, which humiliates, intimidates, undermines or demeans the individual involved. Where instances of bullying are discovered the pupil will be taken to one side and the matter discussed and the Anti Bullying Policy followed. Further work on relationships and caring about others will be taught via the PSHE curriculum.

Planned and emergency physical interventions

A **planned intervention** is one that is described/outlined in the pupil's plan. This should cover most interventions, as possible scenarios will be identified through the Challenging Behaviour Risk Assessment. These interventions may include the use of Team Teach techniques.

An **emergency physical intervention** may be necessary if a situation arises that was not foreseen or is uncharacteristic of the pupil. Members of staff retain their duty of care to pupils and any response, even in an emergency, must be **proportionate to the circumstances**. Staff should use the minimum force necessary to prevent injury and maintain safety, consistent with the training that they have received. Wherever possible assistance will be sought from another member of staff.

Following any such incident, a risk assessment will be carried out and a plan will be devised (or the existing plan amended) to support effective responses to any such situations which may arise in the future, *which in effect are then viewed as a foreseeable risk.*

Using Force

No legal definition of reasonable force exists however for the purpose of this policy and the implementation of it within Mayfield School:

- Positive Handling uses the **minimum** degree of force necessary for the **shortest period of time** to prevent a pupil harming himself, herself, others or property.
- The scale and nature of any physical intervention must be **proportionate** to both the behaviour of the individual to be controlled, and the nature of the harm they might cause.
- Staff would be expected to follow the pupil's Behaviour Change Support Plans in the first instance to manage an incident/challenging behaviour
- If this was unsuccessful and the situation continues to escalate staff would then be expected to employ other Team Teach techniques that they have been trained in

Any use of force by staff outside of the Team Teach training framework would need to be judged on whether it was reasonable, proportionate and necessary in the particular circumstances concerned.

All the techniques taught take account of a young person's;

- age
- gender
- level of physical, emotional and intellectual development
- special needs
- social context

They also provide a gradual, graded system of response.

Acceptable measures of physical intervention (PI) or supports

The use of Team Teach PI techniques can be justified if:

- (a) it is warranted by the particular circumstances of the incident;
- (b) it is delivered in accordance with the seriousness of the incident and the consequences which it is desired to prevent;
- (c) it is carried out as the minimum needed to achieve the desired result;
- (d) the age, understanding and gender of the pupil are taken into account;
- (e) it is likely to achieve the desired result.

Wherever possible assistance should be sought from another member of staff before intervening.

This form of physical intervention may involve staff:

- escorting a pupil;

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- shepherding a pupil away;
- supportively holding a pupil to keep them or others safe until they have regained control of themselves or can be supported to an area to calm down.

Restrictive Physical Interventions

In some circumstances, trained staff may need to use more restrictive holds - Team Teach RPI techniques. Acceptable methods are taught as part of the training procedures made available to appropriate staff and *relate to specific students* based on a detailed needs analysis.

Any such measures will be most effective in the context of the overall positive and caring ethos of the school, the way in which staff exercise their responsibilities, and the emotional regulation support strategies used.

Staff may need to rotate roles and have a break if the incident is prolonged (over 10 minutes) – you should follow the pupil's plan; at all times acting in the best interests of the child.

- It is acknowledged that with some disengagement techniques pupils may encounter some minimal discomfort when appropriate release techniques are used. However, this is very brief, transient and poses less of a risk than the behaviour they are employed in response to, e.g. biting, head butting.
- Most staff are trained in First Aid and there may also be a school nurse on site. Any of these may be called upon to implement First Aid or to seek further guidance from in the event of an injury or physical distress arising as a result of a physical intervention.

Time out, withdrawal and use of Low Stimulation Areas.

Time out: This involves restricting the service user's access to positive reinforcements as part of the support plan in a room or area which they may freely leave. It is a specific behaviour management technique and does not necessarily literally mean time spent out of the class/group, but rather refers to a withdrawal of attention and/or things they find rewarding (it could be as simple as turning away from a child who is attention seeking, or positioning a child away from the class/group). This withdrawal of attention could also be achieved by sending a pupil to another class/group or a quiet area where they can be supervised from a distance.

Withdrawal: Involves removing the person from a situation which causes anxiety, high arousal levels, or distress to a location where they can be continuously observed and supported until they are ready to resume their usual activities. This can mean removing a child from the class/group to allow them time to calm down or to prevent a situation from escalating. They may need time away from staff and pupils (either on their own or in another class/group) in order to break the cycle/pattern of their behaviour or to reduce their level of anxiety/distress. This "quiet time" could be time in the playground, a quiet room or area.

Use of A Low Stimulation Room : Some pupils respond best to spending some time in a quiet space to calm or self- regulate. When this is the case staff will either take them to the room or the child will ask to go. This will always be part of a planned intervention (therapeutic or behaviour) and the location of support will be specified and agreed in advance. Depending on the child's needs they will either be left in the room the door open and staff supervising closely, or staff will go in with the child.

AT NO POINT MUST A CHILD BE LEFT UNSUPERVISED OR OUT OF SIGHT OF AN ADULT.

Temporary Restriction of Liberty (TRL):

In the cases where the risk is deemed significant a pupil may be taken to the low stim room to calm and the door closed (not locked or held shut). In these cases the withdrawal must be recorded on a Withdrawal Support Form and the pupil's behaviour/response documented every 2 minutes until the door is opened or a member of staff enters the room. This record must be completed on IRIS as soon as possible.

This temporary restriction of liberty is a risk assessed, personalised and structured (reported, recorded and reviewed) strategy, an action documented as in the child's best interests with the aim of preventing the risk of harm. This would include the risk of physical or psychological harm and the risk of harm to a safe environment.

Recording of incidents

All serious incidents must be recorded on the online system IRIS which is monitored closely. The system also provides a means to analyse data for patterns to support change.

All incidents involving the use of Restrictive Physical Interventions must be recorded as an RPI on IRIS .

Reporting incidents

All incidents recorded on a RPI Record must be reported to parents. This may be by telephone or in person. If RPI was required and not part of an agreed planned intervention, parents must be informed either face to face or on the phone and an urgent review of the behaviours needs to take place to ensure the correct support it then put in place.

The incident will be reported soon as possible after it occurs, normally prior to staff going off duty and will be processed by the Senior Designated Person (SDP).

Where there is any concern over the appropriateness of a response the Head teacher or Chair of Governors may refer the incident to the Blackburn with Darwen Children's Safeguarding Board for clarification and/or investigation.

Whilst the physical interventions are intended to reduce risk, there is always risk when two or more people engage to use force to protect, release or restrain. Team Teach techniques seek to avoid injury to the service user and staff, but it is possible that bruising or scratching may occur accidentally, and these are not to be seen necessarily as a failure of professional technique, but a regrettable and infrequent side effect of ensuring that the service user remains safe. Any such injury will be reported using Iris and/or a skin map if necessary. Any injuries to pupils as a result of incidents involving restraint will be reported in line with locally agreed LADO procedures.

Staff may find it helpful to seek advice from a senior colleague when compiling a report.

In the event of an injury which results in absence from work and/or hospital attendance an online report will need to be completed at <https://schoolsincidentreporting.blackburn.gov.uk/> and returned to the Authority

Where staff have been involved in an incident involving reasonable force they are able to access counselling and support. Within the school, this will be made available through the Senior Leadership Team. Staff may also contact the Directorate Stress line and/or the Local Authority's Welfare and Counselling Section. The school also offers an Employee Assist Programme (EAP)

Monitoring incidents

The headteacher will ensure that each incident is reviewed and investigated further as required.

If further action is required in relation to a member of staff or a pupil, this will be pursued through the appropriate procedure:

- Child Protection Procedure (this may involve investigations by Police and/or Social Services).
- Staff Facing Allegations of Abuse Procedure
- Staff Disciplinary Procedure
- Exclusions Procedure (see BwD)

The member of staff will be kept informed of any action taken.

In the case of any action concerning a member of staff, he/she will be advised to seek advice from his/her professional association/union.

Monitoring of incidents will also help to ensure that staff are following the correct procedures and will alert the relevant member of senior staff to the needs of any pupil(s) whose behaviour may require restrictive physical intervention/s and/or an adjustment to the provision made for them at the school. This will inform planning to meet individual and school needs.

A summary of incidents is reported termly to the Governing Body Health and Safety Committee.

Complaints

The availability of a clear policy about reasonable force and early involvement of parents should reduce the likelihood of complaints but may not eliminate them.

Any complaints about staff will be dealt with under the School's Complaints Policy.

The Chair of Governors will be informed of complaints but other governors will not be involved as a complaint may require further action on their part.

In the unlikely event that a pupil makes an allegation against a member of staff this would be treated as a disclosure and investigated under safeguarding to determine whether or not the allegation is malicious and the appropriate course of action to take.

Positive Listening, Learning (PLL) and support following incidents

Physical interventions are not used in isolation and the school is committed to ensuring that as a result of incidents learning opportunities are created for children that allow them to 'own' and take responsibility for their behaviour at a level appropriate to their stage of development.

In addition PLL procedures are in place to ensure that appropriate support is provided and recorded for staff and pupils, and that following an incident pupil/staff relationships are rebuilt and repaired to ensure that a positive learning environment is maintained. Pupils who may be distressed by events can be offered the following support:

- Quiet time taking part in a calming activity
- Quiet time away from the incident/trigger
- Resuming their usual routine/previous activity as soon as possible, especially for pupils with Autistic Spectrum Disorder

PLL Time with a member of staff to "discuss" the incident, using a symbol debrief sheet or other alternative or augmentative forms of communication (AAC). Staff should ensure that they are fully recovered from an incident before resuming their duties and colleagues are encouraged to seek and offer support where it is deemed necessary. Where staff have been involved in an incident involving a Restrictive Physical Intervention they should have access to counselling and support as needed. Within the school, this will be made available/supported through the Head teacher or Deputy.

The Head teacher will ensure that each incident is reviewed and investigated further as required. If further action is required in relation to a member of staff or a pupil, this will be pursued through the appropriate procedure/s:

- Review of Behaviour Change Support Plan
- Child Protection Procedure (this may involve investigations by Police and/or Social Services)
- Staff or Pupil Disciplinary Procedure
- School Emotional Regulation and Support Policy
- Exclusions Procedure; in the case of violence or assault against a member of staff this may be considered
- The member of staff will be kept informed of any action taken.
- In the case of any action concerning a member of staff, he/she will be advised to seek advice from his/her professional association/union.

In some circumstances it may be appropriate to provide additional training or professional support for particular staff in relation to the management of incidents where although the criteria for the application of the above procedures were not met, it is decided that the incident could have been managed more effectively.

Visits out of school

Our equal opportunities policy states that all pupils should be included in all curriculum activities. However, Health and Safety remains a priority and staff should carry out risk assessments for each pupil prior to each visit into the community. Due consideration should be given to the following:

- Is the pupil able to cope with the demands of the proposed visit?
- Is there sufficient, suitably trained staff - particularly if there should be an incident?
- How will you contact school to get extra help if necessary and how will you get back?
- Have you remembered to take some of the "Public Concern Cards" to give to any onlookers to avoid having to explain what is happening during an incident

Health and Safety of Staff

Under the Health and Safety at Work Act, employees have a responsibility to report any circumstances which give rise to an increased risk to their Health and Safety.

Staff that have, or acquire, permanently or temporarily, any medical condition that may impact on their ability to carry out pupils' have a duty to report these to the Head teacher immediately as there may be an impact on their own safety and that of colleagues and/or pupils.

Staff Training

Training at some level will be available for **all** staff at Newfield. For some staff this is enhanced by Team Teach training in the use of positive handling and it is the responsibility of Headteacher to ensure this training is kept up to date. No member of staff can use Team Teach techniques without appropriate training. Prior to the provision of training, guidance will be given on action to be taken in the event of an incident. Arrangements will be made clear as part of the induction of staff and training will be provided as part of on-going staff development.

Team Teach Ltd is an accredited training provider.

Appropriate school staff working directly with pupils receive the 6 hour Level 1 Basic Course in Team Teach. In addition identified staff are trained in the 12 Hour Level 2 course which involves training in planned physical interventions. These are determined on an individual needs basis and through detailed training needs analysis.

This is in line with County guidance and Team Teach policy. This level 2 training is required for some staff as they are expected to be able to actively support each other, and pupils, if an incident occurs and a physical intervention is needed to keep themselves and/or others safe.

However, there are some staff who work on a part-time basis or who have physical difficulties that mean they would be less likely to be as physically involved in an incident and would play a supporting role rather than being physically involved.

Fixed Term Suspension:

In serious circumstances, it may be deemed necessary to carry out a fixed term exclusion and an initial period will be set pending the outcome of an investigation. The Headteacher may exclude a pupil for up to 45 days in an academic year. Where exclusions exceed 5 days, work will be sent home for the pupil to complete.

in most cases, if a student has been excluded, the parents/ carers and, where appropriate, the pupil will be invited in for a reintegration meeting prior to returning to school.

See <https://www.blackburn.gov.uk/schools-and-education/school-exclusions>

Permanent Exclusion:

In exceptional circumstances and as a final resort following school exhausting all other options, or in rare cases following a single incident, it may be deemed that the pupil remaining on roll at Newfield school would cause serious harm or impair the education of other pupils and in this case the Headteacher may recommend permanent exclusion to the Governing body.

Authorised staff

All teachers, support staff and therapists the Head teacher has authorised to have control or charge of pupils automatically have the statutory power to use reasonable force within the context of The Education and Inspections Act 2006/11 and the subsequent guidance 'The Use of Force to Control and Restrain Pupils' 2013.

The school provides training as appropriate for all authorised staff and the Head teacher retains a list of all those staff trained in Team Teach.

The Team Teach model emphasises that 95% of behaviour management is the employment of de-escalation techniques. It emphasises the minimum amount of reasonable and proportionate force for the minimum amount of time possible.

Those who are not authorised to use Team Teach will be told what steps to take in Managing and Supporting Behaviour (classed as a communication) as part of their Induction Training an under the direction of the class teacher following the strategies outlined in the pupil's Emotional Regulation Support Plan. Key staff have access to walkie- talkies in school for calling for assistance as well as the "staff help" protocol.

*All members of staff are reminded that all pupils who have challenging behaviour will have a Behaviour Change Support Plans which should be **strictly adhered** to. These plans are reviewed regularly and staff are encouraged to make a contribution to the plans. A pupil's Plan constitutes a Safe System of Work under Health and Safety Regulations. If any member of staff believes that a Plan is no longer effective/suitable for any reason they MUST discuss this with the training lead BEFORE making any adjustments to it.*

Staff from the Authority working within the school

Support Services may have their own policies for Care and Control/Behaviour Support of pupils. When working within Newfield School it is the Head teacher's responsibility to ensure that colleagues from Support Services are aware of school policy and practice, and comply with this.

Parent Support

The previous section outlines the process for involving parents in devising plans and in giving consent for these plans to be shared. This process encourages consistency between everyone supporting our pupils whether at home, in school or in other settings and services. It also allows parents to make informed decisions about the care of their child whilst in school.

There is a range of support available to parents including home visits, advice, guidance and training opportunities in managing challenging behaviour .Often what parents find most useful is the opportunity to talk openly and honestly about the situations that they manage at home. Simply knowing that you are not the only parent dealing with a particular behaviour can be just as helpful as being empowered through learning simple techniques to defuse,

divert and de-escalate incidents. Simple practical strategies and the chance to problem-solve as a group is a key aspect of this training and support.

The availability of a clear policy about the use of reasonable force and early involvement of parents should reduce the likelihood of complaints but may not eliminate them.

Where the nature of any complaint made by a pupil, parent or other person in relation to the use of RPI within the school indicates that an allegation of mishandling by a member of staff is being made which complies with the criteria contained in CSA guidance, the matter will be reported to the Local Authority Designated Officer (LADO) in accordance with LA procedures.

In such circumstances the investigation of the complaint/allegation and any resulting action in respect of child protection, disciplinary or other procedures will be carried out in accordance with the guidance received from the LA.

Whistle Blowing

Whilst the training in TEAM TEACH provided to staff encourages the use of help protocols and reflective practice, it is acknowledged that under some circumstances, physical intervention can be misapplied. Staff are reminded that part of their duty of care to pupils includes the requirement to report any such matters which cause them concern in relation to pupil management and welfare. Any such concerns, (short of immediate Child Protection concerns which should, of course, be passed to the DSL), should be raised with the Head teacher, Deputy Head teacher, School Business Manager or with the Chair of Governors in order to allow concerns to be addressed and practice improved.

Review

The Head teacher in consultation with the staff will undertake systematic monitoring and conduct regular reviews of the Positive Behaviour Support policy and procedures in order to evaluate them to ensure that practice is effective, fair and consistent. The Head Teacher will keep the governing body informed.

The Governing body will regularly review this policy and associated procedures to ensure its continuing appropriateness and effectiveness.

Equality Duty

Newfield School complies with the general and specific duties of the Equality Act (2010). In accordance with the duty we publish information that demonstrates that we have due regard to the need to;

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations

pg. 19 'Newfield School is committed to safeguarding and protecting the welfare of children and vulnerable adults as it' s number one priority. This commitment to robust recruitment, selection and induction procedure is shared by all staff and volunteers of Newfield School.

These specific duties have been considered in relation to all our policies and procedures in school. Our objectives will be reported on and published as part of the Governance public documents available for inspection under the Freedom of Information Regulations and Data Protection duties and in the school newsletter to parents.

Safeguarding

Newfield School is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority

Full copies of Policies and Procedures related to all aspects of Safeguarding, and the Complaints Policy, are available on request from Rachel Kay, Head Teacher and Designated Senior Lead for Safeguarding and Child Protection.

Policy Reviewed Annually by Health and Safety Committee