Abbey Hey Primary Academy
The best in everyone™
Part of United Learning

Positive Handling Policy

Reviewed September 2026

Next review date Sept 2027

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

Key members of staff 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:

- Individualised plans, Pupil Profiles and Positive Handling plans kept on file to ensure all relevant information about each pupil is available to all members of staff working with them.
- Briefing sessions 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.
- Monitoring of behaviour and interventions and reflecting upon these
- Referral to outside agencies for further support and advice
- Liaison with Bridgelea PRU outreach service
- Educational psychology input
- Therapeutic support
- Enhanced adult support
- Regular staff CPD

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. SLT will regularly review the list of children requiring a positive handling plan.

Responding to Unforeseen Emergencies

The school recognises that there are unforeseen or emergency situations which may cause the need for a physical intervention. Physical intervention should avert danger by preventing or deflecting a child's action or perhaps by removing a physical object, which could be used to harm himself/herself or others. It is only likely to be needed if a child appears to be unable to exercise self control of emotions and behaviour.

The key principals are that any physical intervention should follow a **dynamic risk assessment** and be:

in the best interest of the child;

reasonable and proportionate;

intended to reduce risk;

the least intrusive and restrictive of those options available which are likely to be effective.

The Post Incident Support Structure for Pupils and Staff

People take time to recover from a serious incident. Immediate action should be taken to ensure medical help is sought if necessary. All injuries should be reported and recorded using the school's system (injury in itself is not evidence of malpractice). Time needs to be found for both staff and students for recovery and for the possible depression that will follow a distressing incident as well as the time needed to repair relationships.

The outcome of a serious incident can be learning, growth and strengthened relationships.

Complaints

The school has a formal Complaints Procedure, which outlines how the staff, parents and young people can express their concerns appropriately, and includes complaints regarding inappropriate physical interventions. Any staff concerns regarding the welfare of children should be taken to the designated person for child protection. Any safety concerns should be reported to the designated person for Health and Safety.

Recording

Whenever a physical intervention is used the incident must be recorded using Cpoms which should if possible be completed within 24 hours. A further positive handling record sheet should be completed for incidents of a more serious nature.

Monitoring and Evaluation

SLT will ensure that each incident is reviewed and instigate further action as required. School incident data is open to external monitoring and evaluation.

Updated: September 2026