



We pride ourselves at Grantham Additional Needs Fellowship on providing a safe learning environment for our students. Sometimes, some of our children may get anxious or agitated - we will do our best to help students to calm down using communication skills, distraction techniques and removing triggers where possible.

However, there may be times when children need more help to calm down - this may require staff physical support to ensure the student's own safety, the safety of other students and staff, or that property is not seriously damaged/environment is not disrupted. This can require physical interventions. At the Fellowship, we have adopted the Team Teach approach to manage challenging behavior; 95% of which involves de-escalation techniques. Team Teach is an approach to positive handling; which is accredited nationally by BILD (The British Institute of Learning Disabilities) in conjunction with ICM (Institute for Conflict Management). The vast majority of our teaching and non-teaching staff have been trained in the use of this approach and we have Team Teach instructors in school who carry out initial training, ongoing refresher training, and advise staff on positive handling.

The use of physical intervention is clearly sanctioned in certain circumstances by Section 550A of the Education Act 1996: The use of force to Control and Restrain Students. Circular 10/98 also provides guidance. All parents of prospective students will be made aware of this policy before their children are admitted to the school and are required to sign the School/Home agreement which includes a reference to the use of positive handling.

Physical Restraint

The majority of staff at the Fellowship are trained in positive handling through "Team Teach" and undergo regular updated training and therefore training for staff will be renewed on a 24 month rolling programme.

Physical interventions will only be used as a last resort, for the minimum period of time once all other reasonable strategies have been exhausted.

The following situations or the prevention of the following situations occurring are the only occasions when a physical intervention is permitted.

- Immediate danger to self
- Disruption to the environment
- Fighting
- Assault/Attempted Assault
- Disruption to class

Positive Handling Policy

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- Potential damage to property
- Threat of absconding
- Immediate danger to peers/staff
- Threats verbal/physical

Members of staff must always carry out their own personal dynamic risk assessment before embarking on a physical intervention and should always seek the assistance of another Team Teach trained member of staff to support/assist them where possible.

Every incident of positive handling will be recorded by the staff involved using the designated handling form on Behaviour Watch as soon as possible after the incident. (It will be seen as a disciplinary offence if this procedure is not followed).

All staff involved, including those who did not positively handle the child, but may have witnessed the positive handling, must read and sign the report before leaving the school premises on that day. Parents/carers/social worker of the student involved will always be informed about the incident by a member of the Leadership Team as soon as possible on the day of the incident.

Advanced Team Teach

A small group of staff at the Fellowship are trained in advanced positive handling through "Team Teach" and undergo regular updated training and therefore training for staff will be renewed on a 12 month rolling programme. Advanced techniques are only used when all preventative steps have been attempted or when pupils display extreme, aggressive, dangerous and/or complex challenging behaviour, who may pose a risk to themselves.

All physical interventions which require staff to use advanced techniques are reported to Team Teach every 6-8 weeks and to governors.