



Team Teach Policy **Summer 2022**

Introduction

This policy statement is intended as a supporting guide for the school's Behaviour Policy, outlining the procedures and also the role of Team Teach.

We aim to and believe in providing opportunities for our pupils to reflect and develop skills, including communication, confidence, resilience and independence.

We see positive handling as just one part of a whole-setting approach to our Behaviour Policy. We follow Team Teach strategies, which develop and promote team building, personal safety, communication, as well as verbal and non-verbal de-escalation techniques for dealing with challenging behaviour. This reduces the need for physical intervention. As a last resort, we also train our staff to use positive handling techniques to resolve conflicts in ways that are safe and which provide opportunities for repair and reflection for everyone involved.

There are circumstances when it is appropriate for Curwen / The Tapscott Learning Trust (TTLT) staff to use reasonable force to safeguard children and young people. The term 'reasonable force' covers the broad range of actions used by staff, which involve a degree of physical contact to control or restrain children as/when required.

This can range from guiding a child to safety by the arm, to more extreme circumstances such as breaking up a physical altercation or where a young person needs to be restrained to prevent violence or injury to themselves or others.

'Reasonable' in these circumstances means 'using no more force than is needed'.

The use of force may involve either passive physical contact, such as standing between pupils or blocking a pupil's path, or active physical contact such as leading a pupil by the arm out of the classroom. When using reasonable force in response to risks presented by incidents involving children with SEN or disabilities or with medical conditions, we will consider the risks carefully, recognising the additional vulnerability of these groups.

We also consider our duties under the Equality Act 2010 in relation to making reasonable adjustments, non-discrimination and The Single Equality Plan.

By planning positive and proactive behaviour support (for example through drawing up individual behaviour plans for more vulnerable children) and agreeing them with parents and carers, we will reduce the occurrence of challenging behaviour and the need to use reasonable force.

"School staff have a power to use force and the lawful use of the power will provide a defence to any related criminal prosecution or other legal action." Department for Education 'Use of reasonable force July 2013', p. 3.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/444051/Use_of_reasonable_force_advice_Reviewed_July_2015.pdf

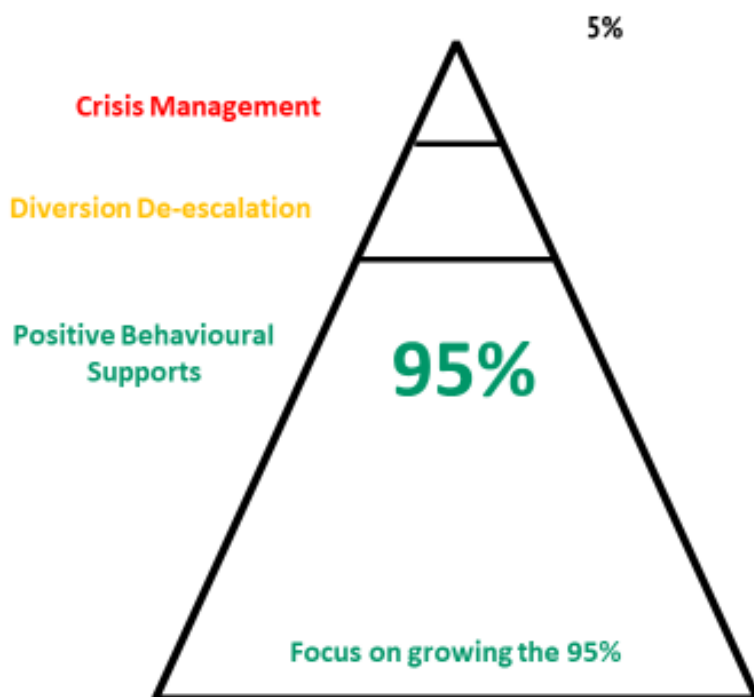
Our Aim

- To empower staff by providing accredited training to carry out their roles confidently and effectively.

Procedures and Team Teach Core Values

- Behaviour is often the result of a breakdown in communication.
- Staff should follow the normal procedures of Regulation and Relationship Policy to deal with behaviour issues.
- Positive handling/reasonable force can be applied to prevent pupils from hurting themselves or others, from damaging property, or from causing disorder.
- The decision on whether or not to use positive handling is down to the member of staff who have responsibility for their care and protection.
- Judgement of the staff member concerned and should always depend on the individual circumstances.
- Staff should make sure that these procedures are actioned in a reasonable, proportionate manner and if absolutely necessary.
- Staff should aim to understand the cause and what function the behaviour serves, as well as to support the pupils with learning more socially acceptable ways of expressing their feelings.
- Behavioural interventions which seek only to control behaviour, rather than understanding its meaning, are likely to prevent individuals from making the most of their potential.
- The purpose is to support adults understanding and management of behaviour, by embedding the teaching of physical techniques within a **holistic, positive behavioural support, de-escalation approach**. The purpose is to encourage the promotion of socially acceptable behaviours for all concerned.
- It is about how adults **show** restraint, rather than apply it!

Positive Handling Approach Diagram



All staff must be aware that they must not:

- Use force as a punishment, as this would fall within the definition of corporal punishment.
- Use pain to gain compliance.
- Deprive the child of food or drink.
- Humiliate and/or degrade the child or young person.
- Use punitive measures to intentionally cause discomfort or distress.
- Confine children in rooms that are unsafe and/or unheated as punishment.
- Lock children in rooms to isolate them.

Team Teach Training

Currently (2022), we have five members of staff as Team Teach intermediate trainers across TTLT, including Tyrone Cameron at Curwen Primary School. We aim to:

- Train our staff on either a 6 hour or 12 hour accredited Team Teach course, factoring their roles and responsibilities.
- Notify them of any updates and changes in the management of challenging behaviour and handling techniques, and changes in current legislation / legal considerations.
- Review and assess any areas of additional training requirements through risk assessment and situations arising.
- Provide an individual copy of the Team Teach Policy and positive handling guideline booklet made available for them.
- Carry out regular, assessment by SMT of presenting behaviours and risks within the school environment.

Recording Incidents

We currently record incidents involving physical restraint on Safeguard Log.

When recording, we make sure that we are:

- Open and honest, recording the facts factually and accurately.
- Recording and monitoring the situation closely.
- Reporting to outside agencies (if required)
- Seeking internal and external advice.
- Communicating and sharing information with relevant members of staff to edit risk assessment (if needed).

Monitoring and Reviewing

This policy will be monitored and reviewed to meet the latest information and changes make to keep up with relevant technological updates and statutory requirements. This policy fulfils are reviewed every three years.