



# Positive Handling Policy

Ratified by Chair of Govs:

Signed by ..... 

Date ..... 02/10/25 .....

Date:

Review Date:

The purpose of this policy is to ensure that all MIAG (Meeting Individual Aspirations & Goals) staff understand how to manage challenging behaviour in a safe, proportionate, and respectful way. Positive handling is used **only when necessary** to prevent harm, promote safety, and maintain a supportive learning environment.

This policy is linked to:

- ✚ **Behaviour Policy** – promoting consistent approaches and de-escalation techniques
  - ✚ **Safeguarding Policy** – ensuring learner welfare and reporting of concerns
  - ✚ **Health & Safety Policy** – ensuring safe practice and risk assessment
  - ✚ **SEND Policy** – recognising learners' individual needs
  - ✚ **Reducing Anxiety Management Plan (RAMP)** – linked to individual learning plans
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## Scope:

This policy applies to:

- ✚ All MIAG learners (SEND/SEMH)
  - ✚ All staff working with learners, including temporary and supply staff
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## Principles:

MIAG is committed to:

- ✚ **Minimising the need for physical intervention** through proactive behaviour management and supportive strategies
  - ✚ **Respecting the dignity and rights of learners**
  - ✚ **Using the least restrictive intervention** necessary for the situation
  - ✚ **Ensuring staff are trained in de-escalation and positive handling techniques** appropriate to the age, ability, and needs of learners
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## De-escalation and Preventative Strategies:

Before using positive handling, staff should:

- ✚ Use **verbal de-escalation** and calm communication
- ✚ Offer **choices and time to respond**
- ✚ Remove **potential triggers** where possible



- ✚ Maintain **learner dignity** and avoid confrontation
  - ✚ Apply individual **behaviour support plans** if in place
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## When Positive Handling May Be Used:

Physical intervention may only be used:

- ✚ To prevent **serious injury** to the learner, other learners, or staff
  - ✚ To prevent **serious damage** to property
  - ✚ To prevent **serious self-harm**
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## Approved Techniques:

Staff should only use **approved positive handling techniques**, which may include:

- ✚ Guided escort (leading learner safely by hand/arm)
- ✚ Protective holds to prevent injury
- ✚ Breaking contact safely

**Staff must never use techniques** that could cause pain or are deemed punitive

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## Recording and Reporting:

All incidents must be:

- ✚ **Recorded immediately** on a Positive Handling Incident Form **and in the Bound & Numbered Book**
- ✚ **Reported to the Designated Safeguarding Lead** if appropriate
- ✚ **Shared with parents/carers** on the same day if physical intervention occurred
- ✚ **Shared with Commissions** on the same day if physical intervention occurred

Reports must include:

- ✚ Date, time, location
- ✚ Names of learners and staff involved
- ✚ Circumstances leading to intervention
- ✚ Description of intervention used
- ✚ Outcome and follow-up actions
- ✚ Witness Statements

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## Training:

- ✚ Staff must be trained in **de-escalation techniques and positive handling** suitable for SEMH/SEND learners
  - ✚ Training is refreshed **every 12–24 months** or sooner if policy/legislation changes
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## Monitoring and Review:

- ✚ Positive handling incidents are reviewed **termly** by Strategic Leadership
- ✚ Patterns are monitored to **reduce frequency and improve practice**
- ✚ Policy reviewed **annually** or after significant incidents