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Behaviour and Anti- bullying Policy

(Including guidance on Physical Intervention)

The best interests of the child must be a top priority in all actions concerning children. This policy is a statement of the aims, principles and strategies for positive behaviour management.

We recognise all the protected characteristics of the Equality Act 2010 and commit to respect them. We aim to prevent all forms of discrimination, harassment and victimisation related to the protected characteristics for all members of the community. We avoid using physical intervention whenever possible. We always follow the DfE Guidance: Use of Reasonable Force.

Bullying of any kind is unacceptable at Testlands Holiday Club.

Aims

1. To promote self-discipline and ensure good social and learning behaviour
2. To create a community where everyone treats each other with respect.
3. To establish guidelines for excellent behaviour and ensure everybody follows them.
4. That everyone understands that bullying is not acceptable and what they should do if it occurs.

Children attending Testlands Holiday Club have rights under the UN Convention on the Rights of the Child.

A system of rewards and sanctions is used to fulfil the aims of this policy:

Positive behaviours that may result in praise and rewards include:

- Kindness and consideration.
- Good friendship skills
- Positive learning behaviours such resilience, perseverance, curiosity, independence, reflection and teamwork.

Unacceptable behaviours that may result in sanctions include:

- Aggression and violence towards pupils or adults
- Rudeness or verbal abuse to pupils or adults
- Purposely unsafe behaviour
- Damage to property
- Behaviour that would make it difficult for others to learn or enjoy themselves

Systems used to support positive behaviour:

- Children will receive rewards in the form of Club Personality of the Day and Week certificates.
- and sanctions that accumulate in either time out of activities or our formal suspensions and exclusion procedure
- Specific verbal praise - directed at positive learning and social behaviour
 - Positive comments directed to children

- Positive notes home
- Phone calls home
- Achievements celebrated via social media

We have the following strike system in place for our sanctions:

Stage 1- Verbal warning

Stage 2- Strike 1, 5 minutes time out of activity

Stage 3- Strike 2, 10 minutes time out of activity

Stage 4- Strike 3, No longer can join in activity, but can the next activity

We will inform parents/carers of any sanctions received.

Use of Physical Intervention

Physical Intervention is considered as a last resort to support young people in times of crisis:

- Physical Intervention should be avoided wherever possible.
- It is never a substitute for good behaviour management.
- Other methods of managing and de-escalating any situation which arises should be tried first, unless this is impractical.
- The main reason for intervening physically is to keep people safe.

This policy sets out the circumstances in which physical intervention might be appropriate and discusses the meaning of “reasonable force”. It adheres to section 550A of the Education Act 1996, and complies with the LA guidelines, including the Health and Safety at Work Act Planning to avoid Physical Intervention

At Testlands we are proactive and plan to avoid Physical Intervention wherever possible.

This is achieved through:

- Our Behaviour Policy, which promotes positive behaviour management strategies and outlines how a Positive Behaviour Management Plan might be used with specific children. A Positive Behaviour Management Plan details how we arrange support in the areas of:
 - o risk assessment
 - o early intervention
 - o preventative measures
 - o proactive measures
 - o planned support

Only staff who have undertaken training to use specific physical intervention techniques (eg. Team Teach) should be authorised to use these on young people.

However, everyone has the right to use reasonable force to prevent an attack against themselves or others, whether they are formally authorised or not.

When to intervene with reasonable force?

The following categories would be considered legitimate situations in which to consider physical intervention as a last response:

1. Committing a criminal offence.
2. When there is risk of injury to self and/or others.
3. When there is risk of significant damage to property.

Examples of situations in categories 1, 2 and 3:

- A child attacks a member of staff, or another child.

- Children are fighting.
- A child is engaged in, or is on the verge of committing, deliberate damage or vandalism to property.
- A child is causing, or at risk of causing, injury or damage by accident, by rough play, or by misuse of dangerous materials or objects.
- A child is running around the facilities in a way in which he or she might have or cause an accident likely to injure him or herself or others.

- A child persistently refuses to obey an instruction to leave a room.
- A child is behaving in a way that is seriously disrupting a lesson.

In these situations, we would remove the class to a safe place rather than intervening physically.

- A child leaves the provision grounds.

In this situation, we assign members of staff to watch out for the child's safety. If the child leaves the grounds, we will not give chase, as this is likely to put the child in more serious danger – running across roads etc. We will follow the child calmly, asking the child to make the safe decision to come back into the building. We always contact parents if a child leaves the grounds, even if the child comes straight back. In more serious situations, we will also contact the police.

What is Reasonable Force?

There is no legal definition of reasonable force, so it is not possible to set out comprehensively when it is reasonable to use force, or the degree of force that may reasonably be used. It will always depend on all the circumstances of the case. There are two relevant considerations:

- The use of force can be regarded as reasonable only if the circumstances of the particular incident warrant it. The use of any degree of force is unlawful if the particular circumstances do not warrant the use of physical force. Therefore physical force could not be justified to prevent a pupil from committing a trivial misdemeanour, or in a situation that clearly could be resolved without force.
- The degree of force employed must be in proportion to the circumstances of the incident and the seriousness of the behaviour or the consequences it is intended to prevent. Any force used should always be the minimum needed to achieve the desired result.

If Physical Intervention is necessary

Before intervening physically we, wherever practicable, tell the child who is misbehaving to stop, and what will happen if he or she does not. We continue attempting to communicate with the pupil throughout the incident, and should make it clear that physical intervention will stop as soon as it ceases to be necessary. A calm and measured approach to a situation is needed and we should never give the impression that we have lost our temper, or are acting out of anger or frustration, or to punish the child.

Recording Incidents

We make a detailed, contemporaneous, written report of anywhere physical intervention is used. It may help prevent any misunderstanding or misrepresentation of the incident, and it will be helpful should there be a complaint. Immediately following any such incident the member of staff concerned should tell the Clubs Manager or CEO and provide a written report as soon as possible afterwards using the form in the Physical Intervention Guidelines for Schools. We inform parents formally and seek their cooperation, for example, by drawing up individual behaviour management programmes.

Last reviewed: August 2019

Date of next review: August 2020