

Leyland St. James Church of England School



A Christian family where all are valued, children achieve, and the future begins

Our mission is to serve the community through serving our children. Every child is welcomed regardless of need for 'who so ever welcomes one such child in my name welcomes me' (Matthew 18.5). Everyone is valued; everyone has worth. We ensure that every child develops within God's love.

Team-Teach Policy Statement, supporting Leyland St. James' CE (Aided) Primary School's Behaviour for Learning Policy

When reading this Team Teach policy please reflect on both our vision and our principles that:

Leyland St. James' CE (Aided) Primary School is a place of love and a place of learning. It is a haven for children and families and supports all kinds of learning and development. At St. James', we believe that all children are made in the image of God without exception. All are loved and called in Christ, without exception, without exclusion.

Introduction

This policy statement is intended as a supporting guide to the school's behaviour for learning policy, outlining the role of Team-Teach; what is acceptable practice and that which clearly is not.

Team-Teach is a whole setting, behaviour management response that aims to use de-escalation and behaviours strategies as a standard response to challenging behaviour

The Team-Teach approach will:

- Reinforce policy and practice, inform of current legislation, legal considerations and circular guidelines concerning restrictive physical interventions
- Reinforce the essential verbal and non-verbal skills required in a crisis situations
- Make staff groups aware of necessary interventions appropriate to the level of behaviours reached by the pupil.
- Following training, providing staff with knowledge, understanding and physical skills required for their personal safety, and the management of children in their care.
- Offers post-incident structure to both the pupil and member of staff

Team Teach Aim

- To provide an accredited training framework designed to reduce risk and through working together to safeguard people and services.

Team Teach Objectives

- To develop shared values which promote the attitude, skill and knowledge needed to implement Team Teach in the workplace.
- To develop positive handling skills in behaviour management, including: verbal and nonverbal communication, diversion, de-escalation and safe, effective, humane physical interventions.
- To develop skills in positive listening and learning.

The basic principles of Team-Teach are:

- At least two members of staff to attend when a situation occurs. This is protection for both staff and pupils concerned.
- 95% of crisis situations can be resolved through calm, controlled, dignified and skilled de-escalation strategies.
- Minimum of physical contact and time – important not to react emotionally but professionally and composed.
- Last resort (where possible) – all other behaviour management strategies to be tried and used first.
- Restrictive physical intervention techniques that provide a gradual, graded system of response – commensurate with the situation, task and individuals involved.
- Techniques allow for verbal communication – utilising positive relationships.
- Techniques that do not rely on pain or “locks” for control.
- Staff safety and protection issues addressed – important for staff to have a range of breakaway and release techniques in a serious situation where health and safety are at risk.
- Emphasis on staff awareness and communication skills – verbal and non-verbal used to deescalate a possible crisis situation.
- Following restraint there should be both a supportive and reflective structure for both staff and pupils.
- All incidents involving pupils being physically managed should be reported, recorded, monitored and evaluated using an ABC

Team-Teach is governed by the British Institute of Learning Difficulties (BILD) code of practice.

Entitlements and Requirements.

All identified teaching, childcare and support staff are entitled as part of their professional development to:

- A minimum of 6 hours re-accreditation Team Teach training (existing 12hr certificated staff) within a two year period of completing a basic training course or previous refresher course.
- A minimum of a 12 hours Team Teach basic training course (new staff)
- Availability of additional Team Teach training for areas not covered in the mandatory 6hr/12hr training courses.
- Notification of any updates and changes in the management of challenging behaviour and handling techniques, and changes in current legislation / legal considerations.
- Review / assess and express their own perceived areas of additional training requirements through risk assessment and situations arising in their own school / class environment.
- An individual copy of the Team Teach policy and positive handling guideline booklet made available for them, and evidence of it being read and understood.
- The availability of being able to approach a Team Teach instructor and be reminded / demonstrated on any particular Team Teach recognised / approved positive handling technique.
- To express their views on any particular handling techniques efficiency or inadequacy on any particular pupil (which must then be recorded by that particular member of staff in that pupils individual support plan / risk assessment)

Parents / Carers

Are entitled to information on the behaviour for learning and positive handling techniques which staff employ in last resort situations. When appropriate, they are also invited to contribute to their child's individual Behaviour Management Plan (BMP) / Positive Handling Head teachers must ask parents / carers to sign a 'Home School Agreement' (HSA), when their child joins the school. By signing the form the Parent / Carer will be indicating their agreement with the school's 'Behaviour for Learning Policy', and in signing the agreement, they are acknowledging the school's power to use reasonable force on their child in the circumstances described in the policy.

Governing Body

- Are entitled to attend any behaviour for learning training.
- A copy of all relevant policies / guidelines and documents.
- Any relevant information and data which allows them to monitor and make decisions about school improvement issues.
- It is good practice for the Governing Body to monitor incidents where TT has been used.
- Head teachers have an important role in reporting such incidents to them
- Governing bodies must ensure that a procedure is in place for recording each significant incident in which a member of staff uses force on a pupil, and reporting each such incident to each parent / carer of the pupil as soon as practicable after the incident.

- If it is likely that reporting an incident to a parent / carer will result in significant harm to the pupil, significant incidents should be reported to the local authority, after first seeking advice from a member of the senior management team.

Team Teach trained staff at Leyland St. James' CE (Aided) Primary School:

- C. Prosser
- S Wilson,
- L. Jackson
- S. Clarke
- LF Taylor-Bell.

This Policy Statement MUST be read in conjunction with the School's Behaviour for Learning Policy