

# Genuine Futures CIC – Positive Handling and Physical Intervention Policy

PREVENTION OVER  
PUNISHMENT:  
BUILDING SAFER FUTURES  
TOGETHER

Version: 1.0 Approved by Board: 01 Nov 2025 Next Review: 01 Nov 2026

## 1. Policy Statement

**Genuine Futures CIC** is committed to promoting positive relationships and safe, respectful environments for all children, young people, and adults engaged in our programmes. The organisation recognises that in exceptional circumstances, staff may need to use reasonable force to prevent injury, harm, or serious damage to property. Such intervention must always be a last resort, proportionate, and carried out in accordance with this policy and UK statutory guidance. All staff and volunteers must seek to prevent situations where physical intervention may become necessary by using de-escalation and communication strategies. Our approach prioritises dignity, safety, and emotional wellbeing.

## 2. Legislative Framework

This policy has been developed in accordance with the following UK legislation and statutory guidance: • DfE – Use of Reasonable Force (2013) • Keeping Children Safe in Education (KCSIE) 2025 • Education and Inspections Act 2006, Section 93 • Children Act 1989 and Children Act 2004 • Equality Act 2010 • Human Rights Act 1998 • Health and Safety at Work etc. Act 1974 • Working Together to Safeguard Children (2023)

## 3. Scope and Purpose

This policy applies to all staff, volunteers, trustees, contractors, and any individuals involved in **Genuine Futures CIC** activities. It outlines when and how positive handling or reasonable force may be used and how such incidents are to be reported and reviewed. The purpose is to ensure that interventions are lawful, safe, and consistent with safeguarding and equality principles.

## 4. Definition of Physical Intervention

‘Positive handling’ or ‘physical intervention’ refers to any physical contact intended to manage a child’s or person’s behaviour safely. It includes: • Holding or guiding a person safely by the arm or shoulder. • Blocking a child’s path to prevent harm. • Physical restraint to prevent injury, damage, or disorder. It does not include physical contact used for comfort, reassurance, or instructional guidance where appropriate and welcomed. Physical intervention must never be used as punishment or for convenience.

## 5. Principles for Safe Practice

Physical intervention may only be used when: • A child, young person, or adult is at risk of harm to themselves or others. • Serious damage to property is likely. • Behaviour seriously disrupts a safe learning or working environment and all de-escalation has failed. Any intervention must be: • Reasonable – the minimum necessary force to achieve safety. • Proportionate – balancing risk to all involved. • Necessary – no safer alternative available. • Recorded and reported immediately. Staff must always prioritise communication and calming strategies to defuse tension before using any form of restraint.

## 6. De-escalation and Prevention

Staff and volunteers should:

- Use calm verbal communication and non-threatening body language.
- Offer choices and time for compliance.
- Remove triggers or reduce audience effect.
- Involve another adult where possible.
- Focus on restoring calm and maintaining respect.

Training in positive behaviour management and de-escalation will be provided as part of safeguarding induction.

## 7. Authorised Use of Force

Only staff who have received approved training in positive handling techniques may use physical intervention. Volunteers or untrained staff should seek immediate assistance from a trained member of staff rather than attempt restraint themselves. The Designated Safeguarding Lead (DSL) is responsible for maintaining a list of trained staff and ensuring refresher training every two years.

## 8. Special Educational Needs (SEN) and Vulnerable Individuals

**Genuine Futures CIC** recognises that some individuals, due to disability, medical conditions, trauma, or emotional needs, may exhibit behaviours requiring additional support. These individuals will have individual risk assessments and positive behaviour support plans developed collaboratively with parents or carers. Reasonable adjustments will always be made to meet the needs of SEN or vulnerable participants, ensuring interventions are person-centred and non-discriminatory in line with the Equality Act 2010.

## 9. Recording and Reporting Incidents

All incidents of positive handling or physical intervention must be recorded in writing on the same day using the official Incident Report Form. The report must include:

- Name(s) of those involved.
- Date, time, and location of the incident.
- Description of behaviour leading to intervention.
- Type of intervention used.
- Duration and outcome.
- Names of witnesses.
- Actions taken following the incident.

The DSL must be informed immediately, and the parent or carer must be notified within 24 hours. Records will be stored securely and reviewed periodically to identify patterns or concerns.

## 10. Support After an Incident

After an incident, all involved individuals — both staff and participant — should be offered an opportunity to debrief and reflect. Support may include counselling, supervision, or adjustments to plans or training needs. Parents or carers should be informed of any support provided.

## 11. Training Requirements

All staff and volunteers will receive awareness training in de-escalation and safeguarding procedures. Staff likely to require intervention duties must receive accredited positive handling training. Training will be renewed every two years or sooner where practice or legislation changes.

## 12. Monitoring and Review

The DSL and Board will review all incident reports regularly to ensure policy compliance and identify areas for improvement. An annual policy review will incorporate updates to legislation, training outcomes, and best practice developments. Last reviewed: [Insert Date] Next review due: [Insert Date + 12 months]

## 13. Linked Policies

- Safeguarding & Child Protection Policy
- Anti-Bullying Policy
- Equality, Diversity & Inclusion Policy
- Health & Safety Policy
- Risk Assessment Policy
- Complaints & Grievance Policy