



St. James' C.E. Primary School, Haslingden

CARE & CONTROL POLICY	
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Growing in God's Love, Learning as we go.

ENDURANCE FORGIVENESS PEACE
FRIENDSHIP TRUST KOINONIA
THANKFULNESS

Introduction

We at St. James' C of E Primary School are committed to raising the achievement of all pupils and ensuring their needs are met within an inclusive and caring environment. This is in line with our school mission statement:

"To provide a high quality education for all our children within a Christian environment."

Our School Vision:

We are a safe, loving, supportive, Christian family which values each child's individuality and uniqueness created in the image of God. We nurture the talents given by God to inspire pupils to achieve and succeed, and foster a sense of awe and wonder of God's world:

- Form foundations of lifelong faith through Gospel values and sincere, meaningful prayer.
- Guide Pupils to determine their own personal moral values, and a respect and understanding of other races, religions and ways of life.
- Develop future citizens who cherish the world in which they live and their responsibilities within it.
- A curriculum which has a breadth of experience and equality of opportunity for all.

Equality Act

St. James' Primary school welcomes its duties under the Equality Act (2010). The Equality Act establishes 9 protected characteristics which apply to schools. The first 7 characteristics apply to pupils:

- Disability
- Race
- Sex
- Gender reassignment
- Pregnancy and maternity
- Religion or belief
- Sexual orientation
- Marriage and civil partnership
- Age

Public Sector Equality Duty (2011)

St. James' C.E. Primary School has paid due regard to the need:

- to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act
- to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- to foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

We value every learner as an individual who has an important part to play in our community. We encourage all learners to develop the skills, qualities and aspirations to become independent learners, confident individuals and responsible citizens.

All staff provide the best opportunities for children to learn in a calm and ordered environment in which all feel happy and secure.

Compliance and aims

St. James' C.E. Primary School complies with guidance and protocol as set out by Lancashire County Council regarding the use of restricted physical intervention in schools...

<http://council.lancashire.gov.uk/documents/s25735/Appendix%20A.pdf>

and the DfE (2016) Behaviour and Discipline in Schools: Advice for headteachers and school staff...

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/488034/Behaviour_and_Discipline_in_Schools_-_A_guide_for_headteachers_and_School_Staff.pdf

St. James' C.E. Primary School recognises that the risks of injury from moving and handling children are greatest with regard to children with special educational needs. Moving and handling children may sometimes be an unavoidable part of working with children younger children and children with special education. Common situations involving children which are potentially hazardous include lifting wheelchairs up steps, personal hygiene/toileting routines, transferring between specialist seating/equipment and emergency evacuation.

This policy covers the moving and handling of children, including children with special needs and or mobility needs. The guidance should be interpreted with due regard to other relevant legislation such as Disability Discrimination or Human Rights Acts.

St. James' recognises its responsibility to ensure the health, safety and welfare of its employees' and children.

This policy applies only to the handling, moving and carrying of children in school and supporting them with activities in order to access the curriculum and other school activities.

To this end, we aim to

1. Avoid manual handling operations which are a risk to our employees as far as is reasonably practicable.
2. Assess all operations involving manual handling procedures that cannot be avoided, and reduce the risk to the lowest level that is reasonably practicable and make a record of risk assessment.
3. Ensure that all potentially hazardous operations involving manual handling are assessed if and when required and reviewed at least annually.
4. Provide all employees directly involved in manual handling of children and young people with thorough training covering all the key elements for safe handling processes.
5. Ensure that safe handling of children and young people shall be carried out in line with safe systems of work.
6. Ensure that the views of children (as far as reasonably practicable), parents/carers and other relevant staff will be sought and taken into account. The health, safety and dignity of all those concerned is paramount.

The Extent of Teacher's professional responsibilities for moving and handling children and young people with special needs

The moving and handling of children and young people is not part of any teacher's job or professional obligations.

Staff should:

- Comply with the safe systems of work as stated in the risk assessment and advised at the manual handling training.
- Undertake relevant training.

- Take responsibility for their own health and safety and that of others who may be affected by their actions including:
 - Reporting to the senior leadership team any medical condition (temporary or permanent) that they develop (including pregnancy) which may affect their ability to carry out moving and handling tasks.
 - Reporting to the senior leadership team any circumstances that (within their level of competence) they consider to be a risk to health and safety including any equipment faults.
 - Report any accident or incident to the senior leadership team and complete and record in incident file.

Teachers should recognise the possible existence of emergency situations in which the moving and handling of children for life-threatening and potentially dangerous reasons might be necessary as part of the teacher's general duty of care.

Summary of the Moving of Children and Young People Policy

- Employers must carry out risk assessments for all staff and children and young people, including teachers and support staff, involved in moving and handling children and young people.
- The assessments take into account the nature of the situation, the environment in which the lifting is to be used, the size and weights of children and young people involved, the degree to which they may either assist in a lift or actively resist lifting and the individual capabilities of the members of staff and frequency of lifting operation.
- Appropriate mechanical equipment such as hoists should be considered in the initial lift and not as a secondary precaution.
- Training in moving and handling techniques and in using mechanical aids is provided to all teachers and support staff involved in moving and handling; and competence in these tasks is proven prior to being used.
- If the risks can be reduced or eliminated, then staff should seek alternative arrangements.
- All incidents, accidents and near misses lead to a review of the risk assessment.

Training

School may decide to train specific staff to support children with a moving and handling need.

Staff to receive moving and handling training, and specific guidance if working with a child requiring moving and handling assistance. Each child or young person with the consent of their parents/carers will have a risk assessment undertaken.

Currently school has 3 Teaching Assistances trained in moving and handling to ensure safety and appropriate techniques are used to support children where needed.