POSITIVE BEHAVIOUR SUPPORT (PBS) POLICY 2025–2026

Organisation: Manchester Top Team Youth Project (MTTYP) – Alternative Provision

Reviewed: 1 September 2025 | **Next Review:** 1 September 2026

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1. Purpose & Core Principles

MTTYP is committed to creating a safe, encouraging, and trauma-informed environment where all young people are supported to achieve positive personal, emotional, and behavioral outcomes.

We recognise that challenging behaviour is often a communication of unmet needs, distress, or past trauma. Our framework prioritizes proactive support, relationship-building, and de-escalation above punitive sanctions.

2. Proactive Behaviour Support Strategies

- **Trauma-Informed 1:1 Mentoring:** Tailoring sessions to accommodate emotional, social, and sensory needs.
- **Clear & Consistent Expectations:** Reinforcing positive behavior through encouragement, praise, and structured incentive programs.
- **Environmental Management:** Maintaining low-arousal, safe spaces for learning, sports, and coaching.
- **Co-Regulation:** Staff model calm, controlled responses to help young people regulate their emotions during distress.

3. De-Escalation & Intervention Hierarchy

When a pupil experiences distress or displays challenging behaviour, staff must follow a clear de-escalation hierarchy:

1. **Verbal De-Escalation:** Calm tone, active listening, lowering voice pitch, and providing clear, simple choices.
2. **Space & Time:** Giving the young person physical space to regulate without audience pressure.
3. **Change of Adult / Environment:** Transitioning the pupil to another trusted mentor or moving to a quiet area.
4. **Restorative Discussion:** Reflecting on the incident once the young person is fully regulated.

4. Statutory Regulations on Physical Restraint & Intervention

4.1 Strict Legal Limits

Physical intervention or restraint is **strictly a last resort** and must never be used as a punishment, discipline, or for staff convenience.

In accordance with Department for Education guidance and legal standards, physical intervention may **only** be applied when reasonable, proportionate, and necessary to prevent:

- Immediate self-harm or risk of injury to the pupil.
- Immediate physical injury or harm to another pupil, staff member, or member of the public.
- Severe, deliberate damage to property that creates an immediate safety hazard.

4.2 Prohibited Techniques

Pain-inducing techniques, mechanical restraints, or interventions that compromise a young person's breathing or airway are strictly prohibited under all circumstances.

5. Mandatory 24-Hour Incident Logging & Reporting

Every instance of physical intervention or significant de-escalation must follow a strict reporting protocol:

- **De-Brief & Welfare Check:** Immediate medical check and emotional support provided to both the young person and staff involved.
- **Written Incident Log:** A detailed report must be completed on the central **Behavior & Physical Intervention Incident Log** within **24 hours** of the incident, documenting:
    - Triggers and de-escalation methods attempted prior to physical intervention.
    - The exact nature, duration, and reason for physical contact.
    - Any injuries sustained and first-aid administered.
- **Statutory Notifications:**
    - **Parents/Carers:** Notified on the same day (within 24 hours).
    - **Commissioning School / Local Authority:** Formally notified via written summary within 24 hours.
    - **DSL Review:** The DSL/DDSL reviews every incident log to monitor trends, evaluate risk assessments, and ensure ongoing pupil safety.

6. Proportionate Sanctions & Support

When consequences are necessary, they must be proportionate, educational, and paired with support:

- **Restorative Conversations:** Re-establishing positive relationships and repairing harm.
- **Targeted Mentoring Plans:** Adjusting session targets to address specific behavioral triggers.
- **Temporary Session Modification:** Adjusting timetables or activities where safety is compromised.
- **Suspension:** Used strictly as a last resort when the safety of the young person or others cannot be maintained.

7. Staff Training & Policy Review

All staff receive induction and annual refresher training in positive behavior support, de-escalation techniques, and statutory physical intervention limits. This policy is reviewed annually by executive management and the DSL team.