

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 22 March 2016

**Report by
Acting Head of Service**

Change to the Challenging Behaviour Risk Assessment Process

1. Background

- 1.1 The process in relation to challenging behaviour was introduced after concerns were raised by the teaching unions, about teacher's safety being compromised by the behaviour of children when in class.
- 1.2 The process allows a teacher to request a Challenging Behaviour Risk Assessment (CBRA) at any time, if they feel their safety is or may be compromised.
- 1.3 The process involves a team, whose members include representatives from the school, the ASN team and the health and safety team. This partnership approach has been successful in remedying a number of cases over the years and requires the team members to coordinate diary time to arrange a meeting within the school from where the CBRA has been requested usually within 2 weeks which can be problematic.

2. Recommendation

- 2.1 Since the inception of the Challenging Behaviour Risk Assessment process there have been a number of differing scenarios presented, and as such, the team now have a "bank" of solutions available to offer assistance to resolve the issues presented.
- 2.2 It is proposed therefore to reduce the input from the health and safety team and allow the process to be managed within Children's Services.
- 2.3 The implementation of this change will ensure that the time and delivery of the resolution may be quicker as, within the current process, it is the health and safety team's diary commitments which can cause delay in making arrangements for meetings to take place.
- 2.4 The health and safety team will continue to provide assistance with more complex or new situations.