

Renfrewshire Joint Negotiating Committee for Teachers

To: Renfrewshire Joint Negotiating Committee for Teachers

On: 24 May 2016

**Report by
Acting Head of Service**

Change to the Challenging Behaviour Risk Assessment Process

1. Background

- 1.1 The Renfrewshire Joint Negotiating Committee for Teachers considered a paper at the meeting on 23 March 2016. Following discussion it was agreed that further discussion was required between Management and Teachers. This paper outlines the agreement arising from those discussions.
- 1.2 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.
- 1.3 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.
- 1.4 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.
- 1.5 Since the inception of the CBRA 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.
- 1.6 It is proposed therefore to allow the process for managing the CBRA process to be managed within Children's Services where an incident is identified as matching a previous scenario. The health and safety team will continue to be available to provide assistance with more complex or new situations.
- 1.7 This change will run for a trial period from August 2016 to the October holiday break 2016 and will be subject to ongoing review.

2. Recommendation

2.1 JNC.is asked to approve:

- [a] approve the change to managing the CBRA process as detailed in paragraph 1.6; and
- [b] note that this change will be on a trial basis and subject to ongoing review as detailed in paragraph 1.7.