



Camphill School Aberdeen

Challenging Behaviour Management Policy

Behaviour Support Strategies (BSS)

1. Camphill School Aberdeen (CSA) is committed to creating an environment in which challenging behaviour by children/young people is unlikely to occur. However, CSA recognises that, despite its best endeavours, situations may arise where physical intervention is necessary to prevent personal injury or damage to property.
2. It is the policy of CSA to manage and support challenging behaviour by using the Behaviour Support Strategies (BSS) approach. The approach has been developed and quality assured locally through the Behaviour Support Strategies organisation (BSS). All BSS Instructors are trained and certified by BSS and are required to re-certify annually. BSS is in turn accredited by BILD (British Institute for Learning Disabilities) through its Physical Interventions Accreditation Scheme.
3. All co-workers working directly with children or young people must be trained and certified in BSS (preferably within three months of arrival) by a BSS trained and certified instructor, and must be retrained and re-certified annually. They must also participate in a minimum of eight practice sessions a year. All co-workers/staff who do not work directly with children or young people must receive challenging behaviour awareness training within the first three months of arriving, and annually thereafter.
4. The BSS approach promotes the use of a comprehensive proactive menu of supportive approaches to managing challenging behaviour and places a strong emphasis on a last resort attitude to Physical Interventions.

Physical Intervention and Restraint

1. Physical intervention and restraint may be necessary when a child or young person is:
 - a) presenting a danger to him/herself
 - b) presenting a danger to other people
 - c) doing significant damage to property which is a direct danger to him/herself or others

Record of Approval					
1	31 Oct 2013	Birgit Hansen	BSS Group	Norma Hart	11 Mar 2019
2	11 Mar 2016	Susie Körting		Council of Management	
Rev	Date	Author	Recommended	Approved	Review due

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- d) absconding and thus is presenting a danger to him/herself or others, or serious risk to property if he/she does so.
2. If, on admission to CSA or at any time during their attendance, a child/young person is assessed as requiring BSS Physical Intervention support, this must be detailed in the Personal Plan/IEP or in a specific Crisis Intervention Support Plan (CRISP) that forms part of the PP/IEP. A CRISP must include a comprehensive proactive menu of supportive approaches and place a strong emphasis on a last resort approach to Physical Interventions. Parents, carers and other professionals must be involved in the support planning process. Support plans that include Physical Interventions must be reassessed at least twice a year.
 3. Certain situations are not predictable and cannot be planned for and these should be dealt with using BSS interventions at the discretion of the co-worker involved, taking account of the best practice taught during BSS training. Any unplanned interventions should be immediately recorded and brought to the attention of management/senior staff as soon as possible.
 4. At all times in dealing with situations of challenging behaviour, the co-workers' first priority must be the safety of the child or young person, themselves and others. Co-workers must also have regard for damage to property.
 5. Whenever an incident of challenging behaviour requires the use of physical restraint, it must be recorded and brought to the attention of management/senior staff as soon as possible.
 6. Debriefing should take place at the earliest opportunity and prior to any discussions about the effectiveness of the intervention. The child or young person's Personal Plan/IEP/CRISP must be reassessed and amended if Physical Interventions other than those specified become necessary.

Review

This policy will be reviewed as circumstances require and will be amended or revised as necessary.