

## SERVICE UPDATE

<b><u>Name of Function:</u></b>	Children and Family Services
<b><u>Date:</u></b>	17.01.24
<b><u>Title of Update:</u></b>	Health and Safety Subgroups Education
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### **UPDATE:**

Members requested that officers provide a service update to Members and Trade Union Advisers in respect of the work of the Health and Safety subgroup, which had been set up to undertake analysis of health and safety data generated by schools, to include the action being taken to address short-term behavioural incidents.

This update covers the work undertaken in each of the health and safety subgroups.

#### **Education - Safeguarding School Staff**

This group meets monthly and with a remit to :

- Undertake data analysis in order to build an accurate and holistic picture of incidents across the Authority;
- Address issues with both high and low incident reporting in schools;
- Ascertain compliance with local and national policy across the Education service;
- Determine what actions are required to support staff to report and record all such incidents in a 'no blame' culture; and
- Establish or refresh policies, guidance or procedures to support a reduction of incidents in schools

The data elements of the remit have been delegated to the education Health and Safety Group to enable the Safeguarding School Staff group to focus on professional learning needs more fully.

The group has overseen the ongoing programme of training for staff in compassionate and connected classrooms since March 2021. There are now 50 school based staff trained as trainers with responsibility for cascading training in their own schools and across their ASGs. As of this session all schools have engaged in the programme.

All schools have been offered de-escalation awareness training from experienced practitioners at Orchard Brae. The training looks at the language and definitions of "challenging behaviour," explores the barriers that staff face to responding to behaviours that challenge, how to make interventions more successful and some non-physical practical applications of de-escalation techniques. Bespoke support

techniques can be provided to individuals or schools with particular needs and schools can request a follow up if more input is required.

All secondary schools have undertaken training in Mentors in Violence Prevention. A manager has been identified in each school to coordinate the training and work with the young mentors.

Schools have considered how they adapt their environments to support learners with additional needs using the CIRCLE Framework and every school has a CIRCLE framework coordinator to facilitate roll out across all teaching areas in the school.

### **Education Health and Safety Group**

This group meets monthly to analyse all health and safety incidents in schools. Prior to the meeting members are provided with an overview of the number of incidents by school. The data also gives an overview of the type of incident and allows members to discuss trends as well as identify schools where there are good practice examples.

This group also monitors the systems in place for recording incidents and supports effective training in the use of the systems for all staff members. Since the introduction of the new system there has been an increase in the number of incidents reported. This is due to the fact the system is easier to access and bespoke training has been available on request from the health and safety team as well as staff being more actively encouraged and supported by senior leadership teams to report incidents.

This group reports to the Education and Children's Services Health and Safety Group which meets quarterly and is chaired by the Director of Education and Children's Services