Education & Communities

Student behaviour support plan overview

Work Health and Safety Directorate

The core business of schools is providing quality learning for all students in a safe environment. This requires balancing the needs of students with disruptive or challenging behaviours with the learning needs of other students.

Overview

The majority of unacceptable behaviours encountered can be managed within the context of the school's student welfare and student discipline policies. However, when behaviour is identified as a potential risk to the health and safety of the student, other students, staff or property, further steps may be required to assess the behaviour and implement strategies to support the behaviour safely. A systematic process for assessing and supporting student behaviour needs to be followed.

Where the management of unsafe behaviour is identified as requiring additional expertise beyond the capacity of the school, access to specialist advice and assistance from regional staff should be sought. Regional support is available in facilitating behaviour support or conducting an Educational Setting and Support Assessment (ESSA).

Disruptive behaviour is managed according to the Student Welfare Policy and the Student Discipline in Government Schools Policy. Where necessary, behaviour support plans are developed using safe schools information and strategies. See the flowchart below for an outline of student behaviour management by the school.

Step by step guide to managing student behaviour - school level

Collect all relevant information related to the student and the behaviour. For new enrolments, refer to information from previous settings and other agencies where applicable.

Consult with all stakeholders at each stage of the process and concerning the process as a whole. See employee consultation survey for student behaviour.

Identify behaviour that may pose a risk to the student, staff, other students or property. This behaviour can be physical or psychological.

Analyse context of the behaviour. Examine where, when, why and how events, situations or objects trigger the behaviour. See Student behaviour analysis and prompt sheet.

Assess behaviour using the behaviour assessment matrix to work out how serious each identified behaviour might be and to prioritise actions to manage the behaviours. As part of the assessment consider:

- the likelihood or frequency of the behaviour that may cause harm,
- the severity and extent of harm that may result, and
- the duration of the behaviour.

Eliminate or control behaviours. Develop strategies using the hierarchy of controls. Strategies will include:

- **Student focused strategies**—curriculum content and behaviour adjustment.
- **School environmental strategies**—Work premises, work practices and personal management strategies, systems of work (organisational strategies) and professional training needs of staff.

Document the behaviour support plan using the proforma, guidance and sample.

Monitor and review the effectiveness of the implemented strategies.

Communicate relevant information to staff, caregivers and others to the extent that it is necessary to protect the health and safety of others at the school, taking into account the student's right to privacy.

Investigate all incidents or near misses and make modifications to the plan as necessary.

Refer to regional Student Services staff if the behaviour cannot be controlled within the expertise or capacity of the school. Refer to:

- Disability Programs Consultant
- Student Welfare Consultant, or
- Person(s) nominated by the region.

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Regional facilitation

Regional student services officers facilitate the review and enhancement of the behaviour support plan identifying the support required including other agency or medical referrals, positive behaviour supports and training needs of employees and others undertaking work through a jointly facilitated and documented action plan.

The effectiveness of a revised plan is evaluated in consultation with the classroom teacher. In situations identified by principals in consultation with regional staff as requiring further intervention beyond the expertise or capacity provided, a request for an Educational Setting and Support Assessment (ESSA) is referred to the SED for referral to the relevant Student Services Coordinator.

Regional leadership

A team of trained regional student support officers conduct an ESSA. The ESSA, conducted from an independent viewpoint in consultation with the school develops an action plan and provides a copy to the SED, principal, classroom teacher and other relevant employees and others undertaking work.

The ESSA intervention is implemented, monitored and reviewed in conjunction with the principal and the SED.

A resolution process for the ESSA must be followed if agreement on the ESSA outcomes is not reached.

Support materials

Student behaviour support plan proforma

Guidance in completing the student behaviour support plan proforma

Student behaviour analysis and prompt sheet

Sample student behaviour support plan

Flowchart for student behaviour support plan

Employee consultation survey for student behaviour

Information sheet for parents – Supporting Student Behaviour Needs

Further Information

Management Guidelines for Safe Working and Learning

Induction packages, handout on workplace violence

How to be a safer school

Safe schools information and strategies

Student Welfare Directorate

Student Discipline in Government Schools Policy

Legal Issues Bulletin No 2, Possession of knives and offensive behaviour on or near departmental premises

Legal Issues Bulletin No 6, Searching students for illegal drugs, knives, prohibited or offensive weapons and family law update

Legal Issues Bulletin No 9, Physical restraint of school students

Legal Issues Bulletin No 19, Legal liability and rights of staff in relation to serious incidents which involve potential risk of injury to persons on departmental premises

Legal Issues Bulletin No 22, Possession of knives and power of search—update

Legal Issues Bulletin No 30, Amendments to the Crimes Act 1900 in relation to the lawful correction of children

Legal Issues Bulletin No 40, Collection, use and disclosure of information about students with a history of violence

Legal Issues Bulletin No 44, Apprehended Violence Orders

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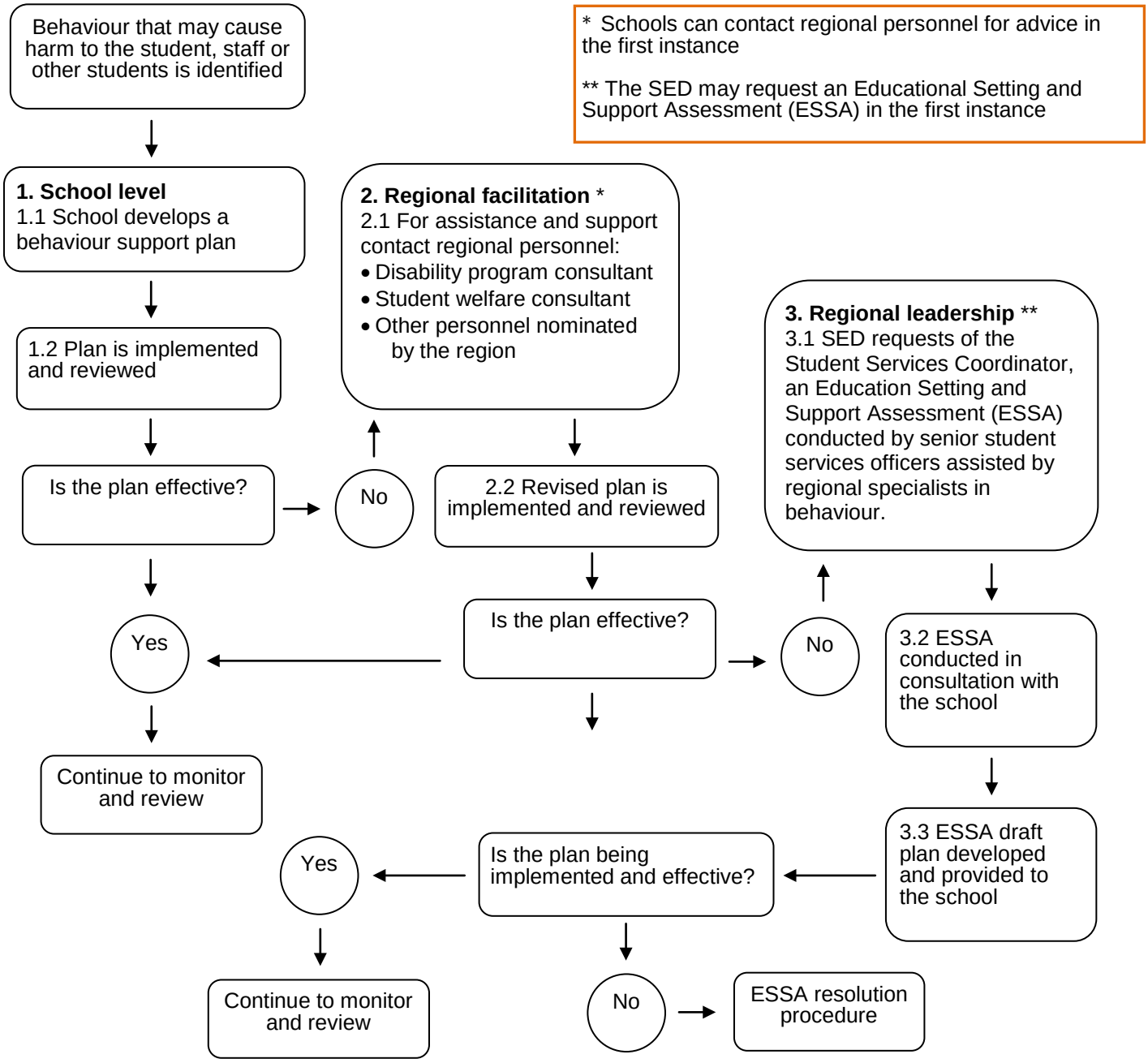
Flowchart for student behaviour support plan