

Leading staff to reflect on challenging behaviour / a challenging incident

Did staff know about the background and triggers for the individuals? Did staff react calmly, nonintrusively and in line with pupil risk assessments? Was stafftalk minimal?

Are / were learning needs being met sufficiently? Are lessons engaging enough? Is the work scaffolded and / or challenging enough? If repeated behaviours, has SENCo been asked to investigate?

What was done proactively to prevent an escalation? What were staff doing / saying? How were staff standing? Did staff behaviour escalate or deescalate? Is there a training issue?

Was there anything preventable that was not well-managed? Signals at the start of the day? Friendship breakdown? A previous incident which has been unresolved for the pupil? Object left lying around?

What changes need to be made on pupil plans / risk assessments? What 3 things; if done by all staff, would make a difference to supporting this pupil? Does the pupil need an enhanced risk assessment? What can staff do differently next time to prevent a reoccurrence? What can staff do differently to prevent or react differently to prevent escalation?

There are always learning points

Was the incident a stress reaction to staff intervention? Did staff 'let go' of the stressor to prevent escalation? Did staff continue to cause stress unnecessarily? Could the issue causing stress have been dealt with later and left?

What was happening just before the incident occurred? Was anything missed? Was any trigger not addressed? Did 'unresolved' small things get left to build up into a bigger thing?