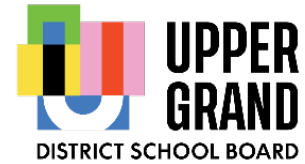


Safety (Behaviour Prevention and Intervention) Policy 413



Category:	Human Resources
Administered by:	Appropriate Superintendent
First Adopted:	November 2002
Revision History:	April 2011, June 2017, February 2019, February 2022
Next Review:	2024-25 School Year

1. Policy Statement

It is the policy of the Upper Grand District School Board to take every reasonable precaution to ensure the care, welfare, safety and security of staff and students in situations of potential physical injury. We believe the best way to keep staff and students safe is to avoid physical intervention whenever possible.

The board realizes that the unique social, emotional, mental health, and behavioural needs of some pupils may give rise to behaviours that place staff and/or other students, or the student themselves, at risk of physical injury. The main focus is on developing strategies to prevent behavioural escalations and supporting students to manage their own behaviour. Challenging behaviour is about delayed development, not poor motivation, and the goal of intervention is to move the development forward.

Staff will be trained to provide the most supportive non-violent forms of intervention. There are, however, situations where physical intervention from staff is necessary due to imminent danger and risk of injury to self and others.

2. Details

- 2.1 It is the responsibility of the appropriate superintendents to administer this policy.
- 2.2 It is the responsibility of the Superintendent of Program in consultation with the human resources department to approve appropriate programs and training in behaviour, support and intervention strategies (e.g., Behaviour Management Systems (BMS)).

- 2.3 It is the responsibility of the Superintendent of Program in consultation with the human resources department to ensure that certification/recertification in appropriate behaviour management support and/or intervention strategies are available for all teaching and support staff working with students who have a Safety Plan in place.
- 2.4 It is the responsibility of principals to implement this policy at the school level.
- 2.5 It is the responsibility of principals to ensure that all teaching and support staff are aware of the policy and relevant procedures.
- 2.6 It is the responsibility of school and board staff to use the Student-Centred Instructional Tool (SCIT) as a problem solving process to gather strength based data through observation, conversations and review of student products to inform targeted behavioural mental health and safety support plans.
- 2.7 Board and school staff use the data collected through the SCIT process, to develop the appropriate combination of Safety Plan, Behaviour Mental Health Plan and/or IEP. These plans are to be reviewed regularly to ensure the strategies being used are supporting positive growth for the student they are aimed to support.
- 2.8 It is the responsibility of principals to ensure that a Safety Plan (Form 413-3) is completed and reviewed annually by all staff involved with students who exhibit physically injurious behaviours to self and/or others.
- 2.9 The Safety Plan (Form 413-3) and Behaviour/Mental Health Plan (Form 413-2) should be developed in conjunction with the student's Individual Education Plan (IEP).
- 2.10 It is the responsibility of principals to ensure that all teaching and support staff working directly with a student with a Safety Plan are included in the development and implementation of the plan and indicate this by initialing the plan. All staff working directly with the student and any staff that may work with the student must also sign the completed plan.
- 2.11 This policy will be reviewed every three (3) years.

3. References

This policy operates in conjunction with:

- [Education Act](#) and its regulations
- [Municipal Freedom of Information and Protection of Privacy Act](#)
- [Occupational Health and Safety Act](#)
- [Policy 213 Code of Conduct](#)
- [Policy 406 Health and Safety](#)
- [Policy 408 Harassment in the Workplace](#)
- [Policy 417 Violence in the Workplace](#)
- [Policy 503 Safe Schools](#)
- [Violence Threat Risk Assessment \(VTRA\) Protocol](#)