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# Developing pro-active and integrated practice to manage challenging behaviour for young people with ASD and mental health diagnoses

An overview delivered by Cassandra Pollitt - Head Teacher at Cambian Wing College and Chelsea Hicks - Behaviour Support Lead at Cambian Wing College

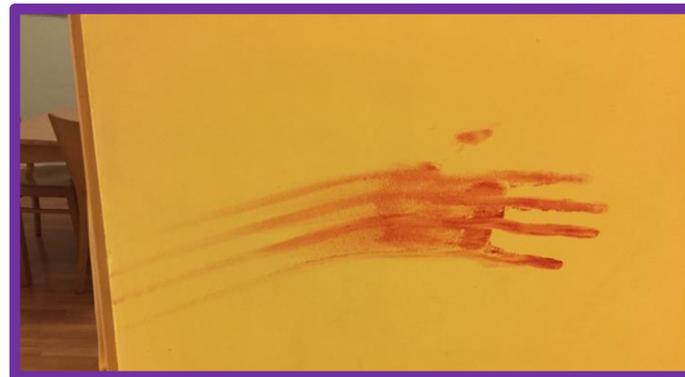
## Objectives of this session:

- ▶ To encourage reflective practice within our own establishments and to create discussion around changes for the future.
- ▶ To look at the importance of the need to “*sweat the small stuff*”.
- ▶ To ensure the focus within behaviour management is student centred at all times.
- ▶ To highlight the importance of supporting your staff teams with challenging behaviours.
- ▶ To promote awareness of how to develop effective and pro-active systems including the development of CPD programmes.

## Where we were...November 2018:

Student A	Student B
ASD	ASD
SEMH	ADHD
Conduct Disorder	Traits of PDA
ODD	Attachment Disorder
Significant self-harm	Significant self-harm
	Previous trauma - Domestic violence

## Where we were..November 2018:

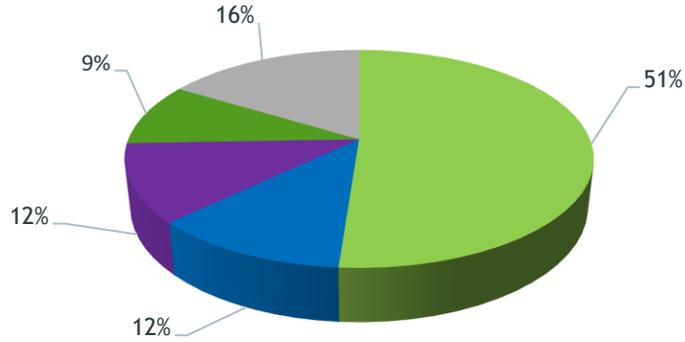


## Student Focus:

- ▶ HPG Meetings
- ▶ Employment of BSL and rationale behind the role.
- ▶ Effective Data analysis/Identified 'Hot Spots': Behaviour analysis broken down by individuals, categories of behaviour displayed, days and times, locations, PIs/TINSA used, Police involvement and our response to that.
- ▶ Analysis drives CPD interventions -targeted/all staff, we became aware that our 24 hour waking day systems were not always robust enough -this was recognised and responded to.

# Incident Analysis snapshot of 2018/2019:

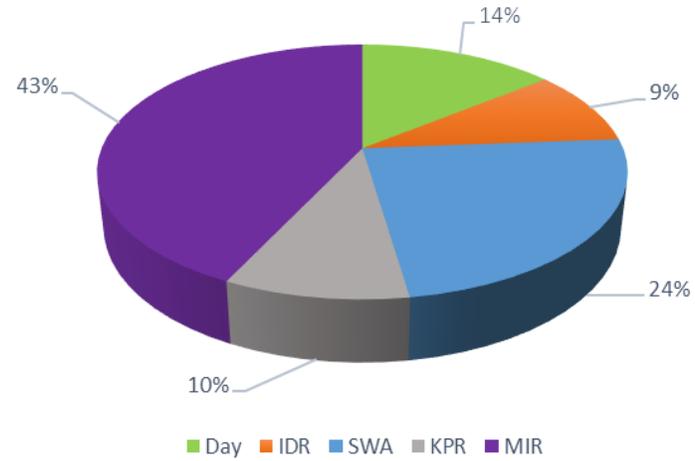
### Categories Of Behaviour



■ Self Harm ■ Physical Aggression ■ Damage To Property ■ Verbal Aggression ■ Other

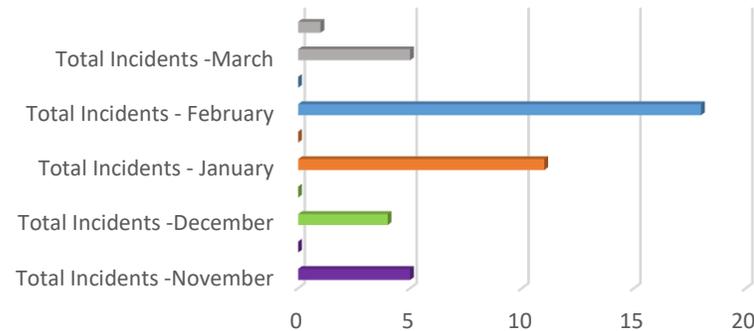
Self Harm	Physical Aggression	Damage To Property	Verbal Aggression	Other
22	5	5	4	7

### Incident Breakdown By Houses

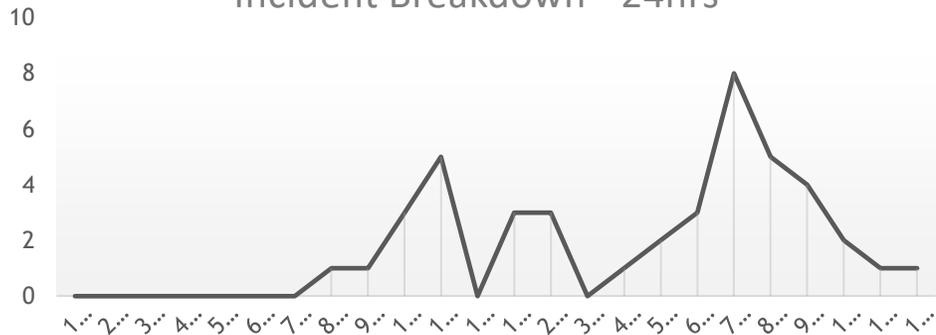


■ Day ■ IDR ■ SWA ■ KPR ■ MIR

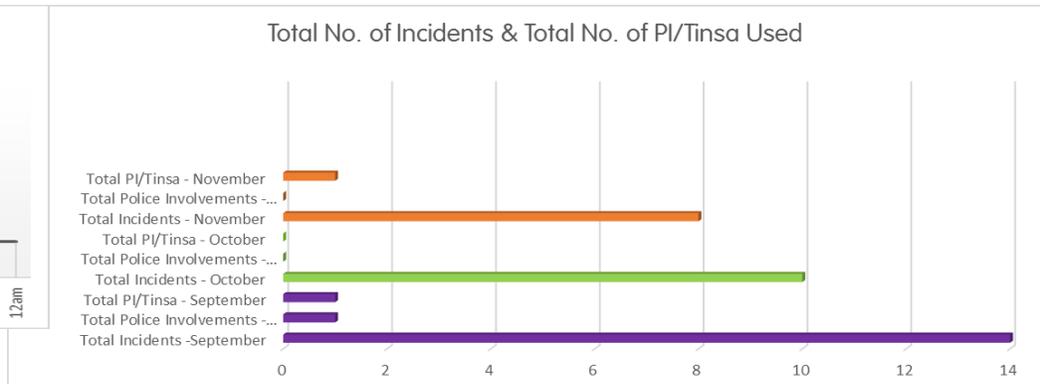
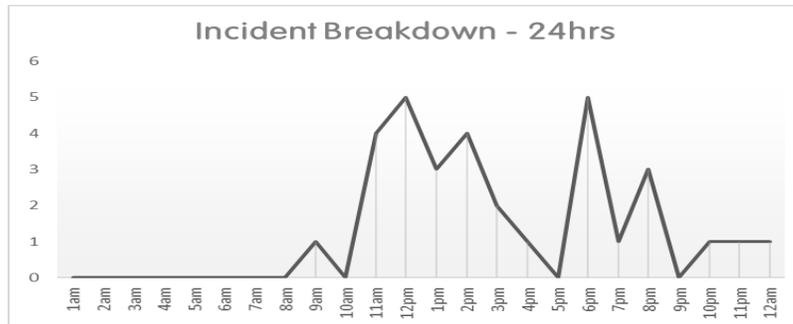
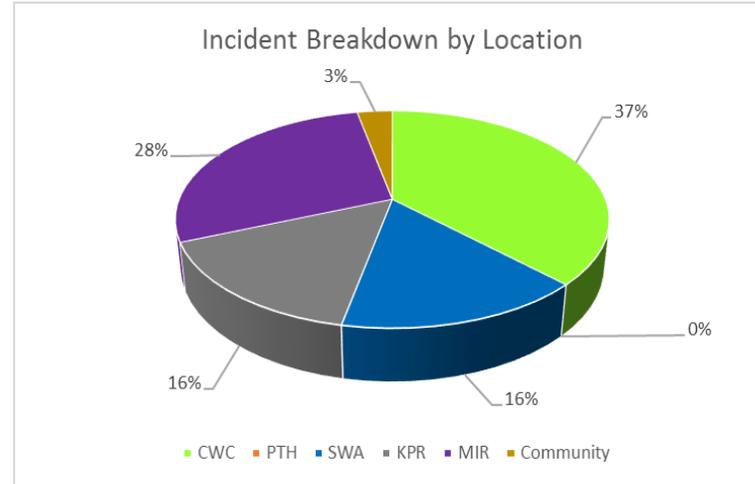
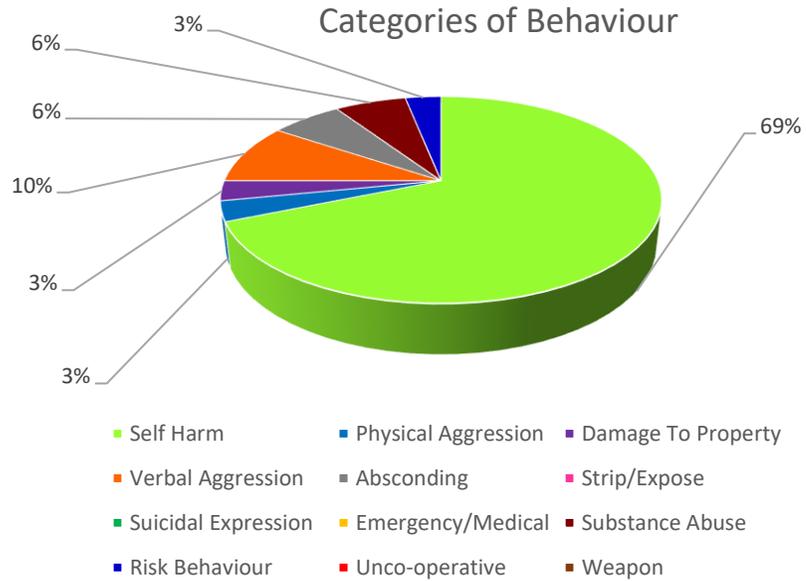
### Total No. of Incidents/Total Restraints Used



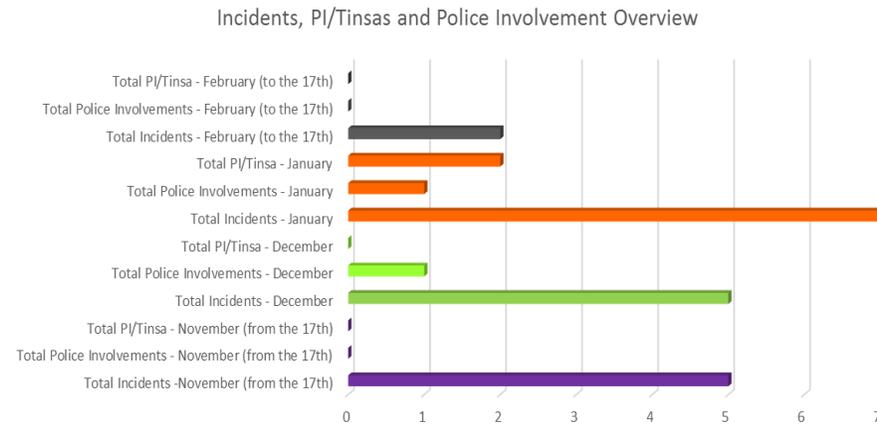
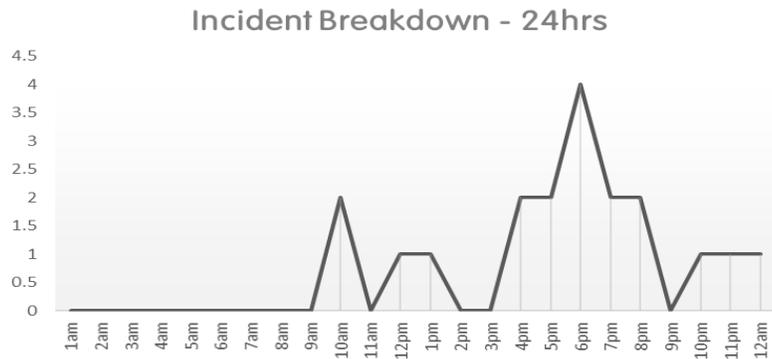
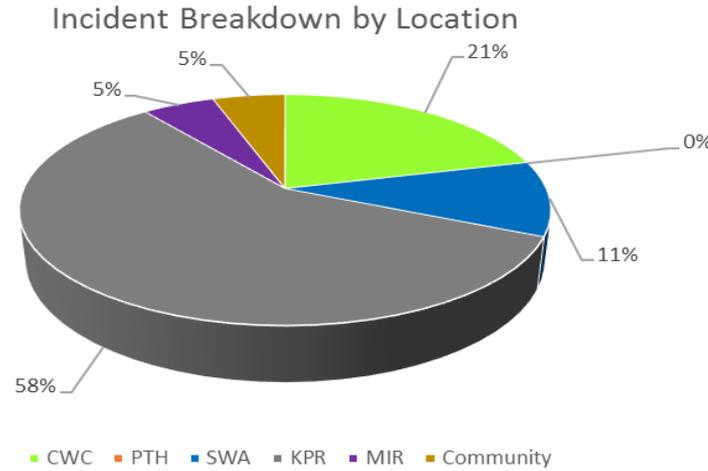
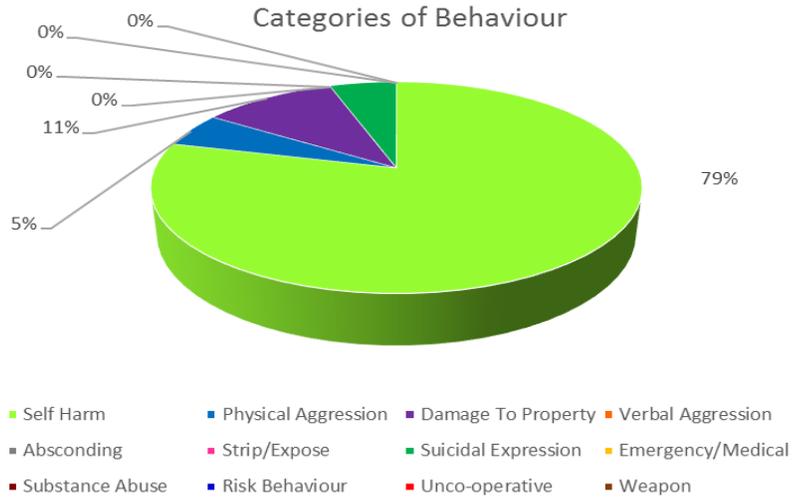
### Incident Breakdown - 24hrs



# Incident Analysis snapshot of 2019/2020:



# Incident Analysis snapshot of 2020/2021:

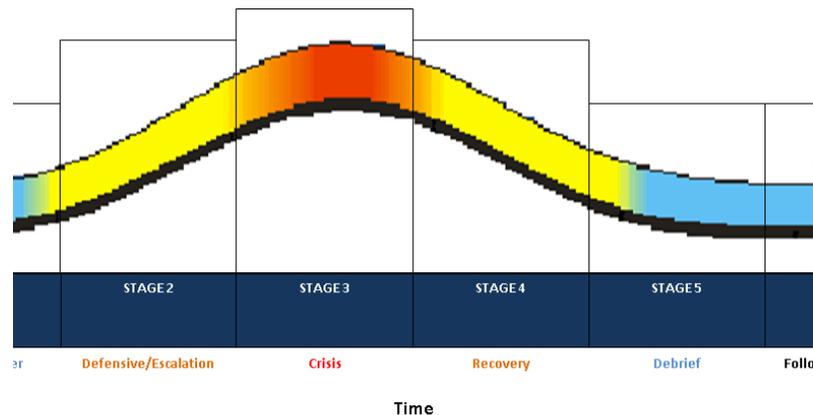


## Student Focus:

- ▶ We completed an all staff audit to ascertain individuals understanding of student diagnoses/conditions and the application of effective strategies to support our students. This data was RAG rated to produce the CPD program in order of necessity. CPD program focussed on conditions/diagnosis awareness.
- ▶ CPD intervention took the following schedule: weekly, 1 hour 15mins slot - 15mins condition/15mins impact in the classroom & care home/30mins on the impact on our students and concluding with 15min Q&A. Sessions are also accessible via an online platform and accompanying resources held centrally (electronically).

## “Bubbles to Volcanoes”:

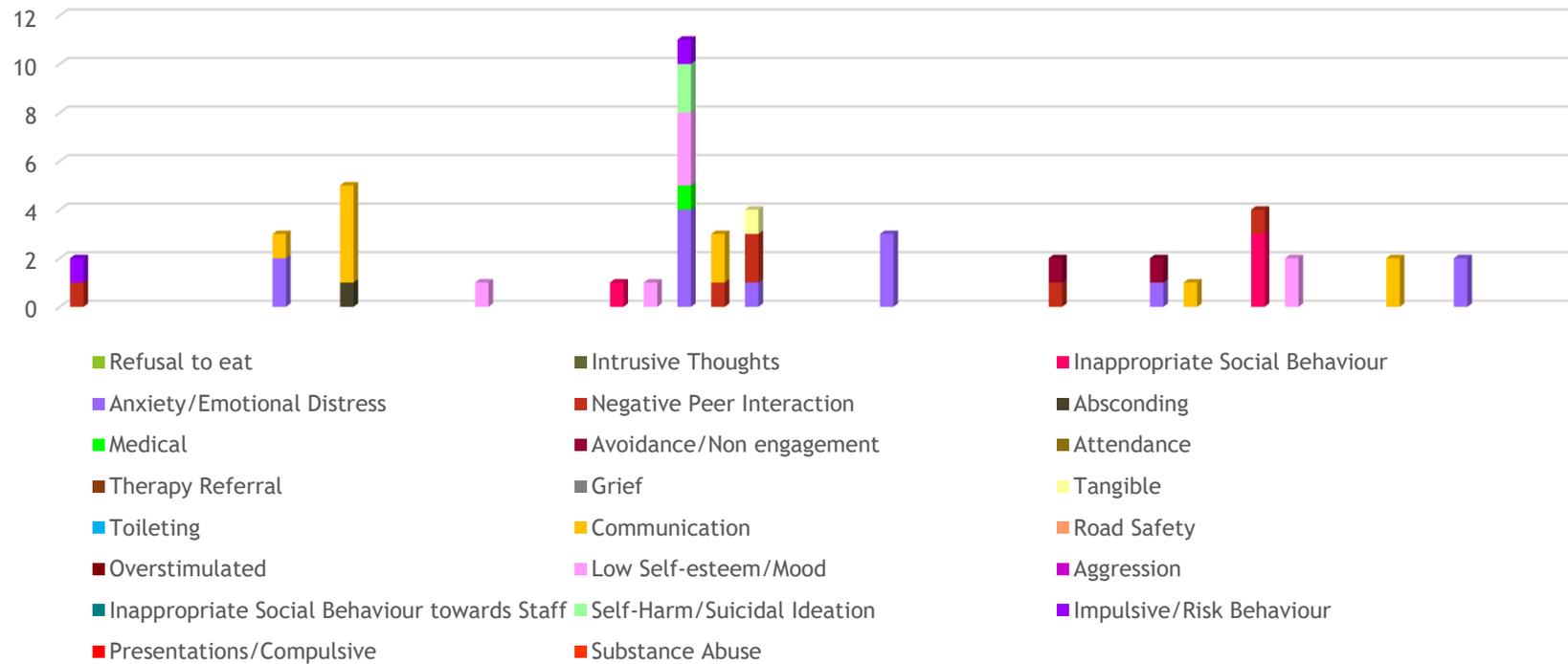
- ▶ Overhaul of the hand over system to ensure effective content: mood, general behaviour and to shine a light on the small “bubbles”
- ▶ Occurrence logging - all staff - “bubbles and volcanoes”. Fortnightly analysis leads into HPG/SMT and all service team meetings.
- ▶ Behaviour arc analysis for every student
- ▶ CPD schedule review - delivering back to the wider staff team with a HPG update focus twice term to ensure all staff keep in mind occurrence logging.





# Occurrence Logging:

Occurrence Log Audit 20 April- 03 May 21



# Where are we now?

- ▶ Incident reduction of an average of 60% from the 2018-2021
- ▶ Average of 50% reduction in lower level challenging behaviours displayed by the students (as recorded via occurrence logging). Staff are more aware and students feel safer and more able to effectively communicate needs, thoughts and feelings in a positive way.
- ▶ Implementation of a robust and varied CPD programme targeted to the student need, staff training requirements, delivered with a holistic approach and triangulated across the 3 departments of our service.
- ▶ Implementation of the CWC “Social Hub” and other weekly onsite activities clubs. This has supported the need for more structured and supported activity for the student to engage with staff and peer in a pro-social way thus helping to reduce the number of incidents occurring in the 24 hot spots.
- ▶ Safer community for both our staff and students in which the students needs are met effectively without the need for communication through significant levels of challenging behaviour.
- ▶ Bottom line is... Its hard work, but when we keep your foot on the throttle, the benefits far outweigh the hard work. The consistent management of the occurrence logging system protects students and staff from any level of significant harm

## End of workshop:

- ▶ Any questions?
- ▶ Thank you for attending.
- ▶ For more information on Cambian and a re-cap of this presentation please visit:  
<https://www.cambiagroup.com/webinar-week/>