Appendix B

Challenging Behaviour Survey 2019

<u>Respondent Data</u>

The survey was sent to all school staff who came into contact with pupils including Teachers, Support staff, school catering and janitorial staff.

There were 443 responses across Education out of a possible 2250 which is a response rate of 20%.

<u>Question 2 - Work locations of respondents were as follows:</u>

Work Location	Count	Percentage
Primary (including nurseries)	229	51.69%
Secondary	206	46.50%
Beechbrae	3	0.68%
No response	5	1.13%
Total	443	100%

<u>Question 3 - Job categories of respondents:</u>

Job Title	Count	Percentage
Catering	13	2.93%
Janitorial	8	1.81%
Other (please specify)	37	8.35%
PSA	85	19.19%
School Admin	12	2.71%
School Management	25	5.64%
Teacher	258	58.24%
Teaching Assistant	4	0.90%
Blank	1	0.23%
Total	443	100%

"Others" included SFL teacher, Head Teacher, Principal teacher, Classroom assistants, General assistants, Home school link workers, nursery staff, Librarians and NQTs

The above have been grouped the following categories to provide more clarity as some who were teaching staff had ticked the 'other' category:

Teaching (all Teachers, NQTs and PTs with class time except Heads and deputes)

Classroom Support (PSAs, Classroom assistants, General Assistants, nursery staff, Teaching assistant)

School Management (Head teachers and Depute Heads)

Other (Janitorial, catering, HSLW, Librarians, school admin and technicians)

<u>Question 4 - Range of children worked with</u>

A higher total count was produced for this as some respondents ticked more than 1 option.

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Range	Count	Percentage
Mainstream	70	15.49%
Mainstream with some ASN	330	73.01%
In a base	46	10.18%
As Outreach	6	1.33%
Total	452	100%

Question 6 - Respondents who have had training to support work with challenging behaviour

 Yes – 48%, No – 51%, No response – 1%

Training per grouping of staff

Training given	Teachers	Classroom Support roles	School Management	Other school roles
Yes	35%	60%	70%	13%
No	65%	40%	30%	87%

Question 7 – Physical behaviours children exhibit and how often

The following physical behaviours were reported by respondents:

Behaviour	Percentages of behaviours dealt with and their frequency					
	Constantly	Regularly (every day)	Often (every week)	Occasionally (every term)	Rarely (every year)	Never
Scratching	0.25%	2.96%	8.13%	18.72%	21.92%	48.03%
Nipping	0%	4.39%	8.54%	19.27%	20.49%	47.32%
Grabbing	0.72%	9.18%	23.19%	24.88%	15.22%	26.91%
Shoving	1.18%	14.45%	29.38%	24.17%	14.45%	16.35%
Hair Pulling	0%	0.75%	2.99%	14.43%	26.87%	54.98%
Slapping (body)	0.73%	5.57%	16.46%	23.24%	20.1%	33.9%
Slapping (head)	0%	2.97%	10.15%	20.79%	22.28%	43.81%
Butting (body)	0%	1.74%	7.96%	18.91%	17.16%	54.23%
Butting (Face/Head)	0%	0%	2.76%	10.05%	23.37%	63.82%
Punching (Body)	0%	3.38%	13.04%	26.57%	23.67%	33.33%
Punching (Face/Head)	0%	2.02%	7.05%	17.13%	25.44%	48.36%
Kicking (undirected)	0.97%	6.81%	16.30%	27.74%	19.95%	28.22%
Kicking (aimed)	0.24%	5.12%	14.15%	28.78%	19.76%	31.95%

Biting	0%	1.48%	2.71%	12.07%	21.18%	62.56%
Vandalism	1.19%	5.95%	21.67%	31.67%	23.10%	16.43%
Threatening use of an object to injure	0.24%	2.17%	7.25%	17.39%	25.60%	47.34%
Using an object to injure	0.25%	1.49%	4.22%	13.15%	24.31%	55.58%
Threatening use of a weapon to injure	0.25%	1.72%	1.48%	5.91%	17.98%	72.66%
Using a weapon to injure	0.25%	1.23%	1.23%	3.19%	11.52%	82.60%

Reports of behaviours exhibited **constantly** were low. Shoving and Grabbing appear to occur most commonly and frequently.

Question 8 - Objects and weapons used to injure

184 respondents listed objects that had been used to cause injury including stationary and other school equipment.

35 respondents listed weapons used as penknives, screwdrivers, scissors, and sticks and stones.

Question 9 - Most frequently exhibited use of abusive, threatening, disruptive or insulting language by children

	Use of abusive, threatening, disruptive or insulting language by children and their frequency in percentages					
Language used	Constantly	Regularly (every day)	Often (every week)	Occasionally (every term)	Rarely (every year)	Never
Arguing	11.39%	34.62%	28.25%	17.54%	6.15%	2.05%
Shouting out/screaming	14.16%	31.28%	27.85%	15.98%	7.08%	3.65%
General Swearing	6.83%	28.02%	26.42%	20.05%	13.21%	5.47%
Insulting or sexualised swearing	1.42%	10.61%	19.10%	24.53%	18.40%	25.94%
Threatening language	1.17%	10.05%	18.22%	25.70%	23.60%	21.26%
Making allegations	1.42%	5.92%	13.03%	20.62%	20.62%	38.39%

Question 10 - Situations when required to hold or touch a child

	Situations when staff needed to hold or touch a child and their frequency in percentages					
Situation	Constantly	Regularly	Often	Occasionally	Rarely	Never

		(every day)	(every week)	(every term)	(every year)	
To stop them running off	1.17%	5.36%	6.76%	11.42%	17.95%	57.34%
To prevent them from climbing	0.94%	4.71%	4.24%	8.24%	13.88%	68.00%
To protect them from traffic	0%	1.65%	3.07%	8.27%	15.60%	71.39%
To stop them injuring themselves in some other way	1.16%	4.19%	7.21%	15.12%	24.42%	47.91%
To stop them from fighting or injuring other children	0.46%	4.87%	6.96%	20.65%	28.31%	38.75%
To comfort them when distressed	0%	8.62%	17.72%	23.31%	13.29%	37.06%
To teach them a specific manual skill	0.71%	6.82%	11.53%	19.29%	15.06%	46.59%

Question 11 – Behaviours not already mentioned that respondents find particularly disruptive or difficult to deal with

Examples of themes here included:

Aggression or harm to other pupils

- "aggressive behaviours to other children and staff. threat of violence and harm to other children. ignorance and disrespect of children when asked to do something"
- "interrupting other children or teacher when they are talking"

Mental health including threats of Self-harm

- "It has been difficult when we have a child in the school that talks about wanting to kill himself because he is depressed"
- "Children in a highly agitated/distressed state putting themselves and others at significant risk of harm. Climbing out of upper storey windows, threatening to jump off fire escapes or climbing stairway."
- "Behaviours and reactions in relation to mental health issues and concerns."

Parents

- "Rude, abusive behaviours from parents. Parents colluding with children allowing them to behave in certain ways and creating smokescreens for their behaviour - usually blaming the school."
- "Parental verbal threats / veiled threats. Expectations of colleagues that SLT should solve all the problems or remove pupils from their classes"
- "Aggression and abuse from parents/family members"

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Spitting

- "Spitting. Behaviours change very much from year to year as they are very dependent on the current children in school. We manage our trickiest children as best we can but inevitably they go through ups and downs."
- "Spitting, physical aggression"

Walking out of class and hiding

- "Walking out of class   Walking away from a conversation"
- "hiding under tables and chairs, running off to hide in the bathrooms"
- "hiding under tables"

Question 12 & 13 – Proportion of time lost because of having to deal with off-task behaviour/challenging behaviour.

Type of staff	Respondents spending 50% or less time	Respondents spending more than 50% of time
Class-based	78%	22%
Non-class based	75%	25%

Questions 14-20 – Behaviours experienced at work and thoughts on particular statements

Statement	% Strongly agree	% Agree	% Unsure	% Disagree	% Strongly disagree
In general, I feel able to deal with behaviours I experience	13.83	56.01	17.01	11.56	1.59
I believe that all behaviour is a form of communication	23.76	46.15	15.16	12.90	2.04
I am able to analyse the behaviours I experience and change things to minimise the chances of reoccurrence	7.73	48.64	26.36	15.45	1.82
I am clear about the Council's policy on reporting incidents of work related violence	18.95	49.77	18.26	10.73	10.73
Where I work, the reporting of incidents is encouraged	28.31	41.78	15.98	12.10	1.83
I am clear about the council's policy on physical intervention	9.07	37.87	31.75	15.65	5.67
I feel supported when dealing with challenging behaviours and we work	15.91	45.23	15.91	17.27	5.68

as a team to minimise risks					

Question 21 - Sources of support

	All Staff			
	Yes %	No %	Unaware %	Useful % (Ratings of 4 + 5)
Self Study	78	15	7	46
Colleagues	98	1	1	81
Management	93	5	2	50
BSS Training	18	40	42	24
In Service Courses	54	36	10	21
H&S Input	29	53	18	25
Educational Psychology	45	46	9	28
ASN (School)	78	19	3	60
ASN (HQ)	14	70	16	25
ASN (Outreach)	22	62	16	31
Social Work	24	66	10	13
Medical	25	63	12	23
Other Pupils	45	51	4	31
Youth Justice	12	74	14	24
Parents/Guardians	67	30	3	22

Support sources broken down into the different employee groups

	Teaching			Management			Classroom Support			Others		
	Yes %	No %	Unaware %	Yes %	No %	Unaware %	Yes %	No %	Unaware %	Yes %	No %	Unaware %
Self Study	86	11	2	86	10	3	60	19	21	36	46	18
Colleagues	98	2	0	100	0	0	100	0	0	90	7	3
Management	96	3	1	96	4	0	88	12	0	89	4	7
BSS Training	9	41	50	50	38	12	34	36	30	10	35	55
In Service Courses	48	42	10	58	34	8	77	17	6	15	60	25
H&S Input	22	60	18	56	40	4	36	44	20	44	30	26

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Educational Psychology	46	46	8	88	12	0	30	54	16	20	55	25
ASN (School)	80	18	2	92	8	0	76	18	6	33	48	19
ASN (HQ)	9	78	13	79	21	0	14	62	24	0	70	30
ASN (Outreach)	19	69	12	80	20	0	12	57	31	22	50	28
Social Work	24	70	6	88	12	0	9	70	21	14	67	19
Medical	23	68	9	79	13	8	17	63	20	14	67	19
Other Pupils	47	51	2	76	24	0	37	55	8	14	72	14
Youth Justice	12	76	12	52	44	4	2	75	23	5	75	20
Parents/Guardians	72	26	2	100	0	0	47	47	6	50	36	14