Risk Assessment and Behaviour Management

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What is Behaviour?

What are the behaviours that you find concerning/worrying in your care home?
Risk Assessment

A risk assessment is not about creating huge amounts of paperwork, but rather about identifying sensible measures to control the risks in your workplace.

You are probably already taking steps to protect your employees, but your risk assessment will help you decide whether you have covered all you need to.
Risk Assessment

How to assess the risks in your workplace

- Identify the hazards
- Decide who might be harmed and how
- Evaluate the risks and decide on precautions
- Record your significant findings
- Review your assessment and update if necessary

If something goes wrong your risk assessments will be required in a court of law.
Early Intervention

What is the biggest indicator that something risky will occur?
If it's happened once, it could happen again!
Legal bit!

• The Health and Safety at Work Act 1974 (HSW Act) Employers have a legal duty under this Act to ensure, so far as it reasonably practicable, the health, safety and welfare at work of their employees.

• The Management of Health and Safety at Work Regulations 1999 Employers must consider the risks to employees (including the risk of reasonably foreseeable violence); decide how significant these risks are; decide what to do to prevent or control the risks; and develop a clear management plan to achieve this.
What if I have to physically Intervene?
When is ok and not ok to physically intervene?
Behaviour develops in stages as shown in the ‘arousal curve’ diagram below.
Early Intervention (what is early?)
Functional Assessment

• A clear definition of the challenging behaviour in question: Before conducting a functional assessment, it is essential to have a clear definition of the behaviour of concern – a description of what the behaviour looks like, which may include specific examples of the behaviour, as well as how often it happens.

• For example: Rather than saying “John became distressed” which does not provide a clear description of the actual behaviour, it is better to agree a specific description such as, “John raised his walking stick and threatened Colin”

• As a functional assessment may consider information provided by more than one person, it is important that everyone has exactly the same definition of behaviour in mind.
Functional Assessment

• A suggested layout for questions that would help identify a hypothesis statement would be:

  • Any relevant history?
  • Setting Conditions? (When does behaviour occur)
  • When does it not occur?
  • Who is present?
  • What happens? (Behaviour)
  • What activities & interactions precede the behaviour? (Antecedents)
  • What happens immediately after the behaviour (Consequences, Reinforcers?)
  • ABC Charts can be used to identify these factors and patterns of behaviour.
Functional Assessment

• The aim of a functional assessment is to understand what the purpose of the behaviour is, so that we identify better ways for the person to get their needs met.

• Once you have a good idea about the function of the behaviour, you can start to think about how to respond to that behaviour. The results of the functional assessment should inform any strategies that are introduced, with the aim of stopping, reducing or encouraging alternatives to challenging /distressed behaviour.
Behaviour Management Plan

Behavioural management plans for service users should include:

• Person’s history.
• Specification of targeted behaviours.
• Specify the common antecedents (setting conditions and triggers).
• Required staff response (de-escalation etc...)
• Specify recording procedures to be followed.
• Specification of staff support.
• Regularly review.
• Make someone accountable.
That's all Folks!