



## 8.15.1 Employee Safety Plans Introduction

In situations where a student presents a high level of risk as assessed by previous behaviours, Functional Behaviour Assessment (FBA) or risk assessment, School District 8 and WORK SAFE BC can require that a Safety Plan be written and implemented. Risk assessments are conducted in collaboration by District Inclusion Support Teacher (IST) helping teachers/Counsellors, Health and Safety Manager, and School Administrators.

An Employee Safety Plan is an individual plan that is developed by District Inclusion Support Staff in collaboration with school staff and parents in situations where a child's behaviour could escalate and present an immediate risk of injury to staff or students. Each Employee Safety Plan is specific to the needs of the individual student. The purpose of the Employee Safety Plan is to identify appropriate staff responses as a child proceeds through the escalation continuum, hopefully preventing aggressive or high-risk behaviour from occurring.