

Learner Wellbeing, Welfare and Safety Plan

The Learner Wellbeing, Welfare and Safety Plan is a personalised plan that Hill View staff develop with the support of learners (where possible) and other stakeholders to ensure that potential crisis events are avoided. This plan is written in easy-to-understand language so that staff can implement the plan and provide the learner with the necessary learner-centred, trauma-sensitive care, guidance and support. The plan's focus is to understand the learner's history—their strengths, interests, gifts, and abilities; their friends, family, and people that matter; the things that are important as well as the triggers that are likely to lead to crisis—so that crisis events can be minimised and restrictive interventions avoided.



At Hill View School each learner will have their own **Wellbeing, Welfare and Safety Plan**, even if their behaviour is unlikely to escalate to crisis, since the plan helps staff to think about personalising the support provided. The plan helps staff to avoid common conflicts and triggers that can often underpin crisis events. It also enables staff to identify escalating behaviour. When staff recognise this behaviour, they can determine the appropriate learner-centred interventions so that restrictive practices can be avoided. When

crisis events cannot be avoided, the Wellbeing, Welfare and Safety Plan ensures that staff continue to maintain a trauma-sensitive approach. Any agreed and necessary restrictive interventions continue to take account of the learner's immediate needs and wishes in order to ensure that harm is minimised and to maintain the learners wellbeing, welfare and safety.

The plan is a 'live' document that is regularly revisited to ensure that staff understand how to provide appropriate support to the learner. The plan is reviewed after a crisis event has occurred so that further approaches can be implemented to prevent similar crisis events from happening again.

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Build the best us.**