### Risk Analysis Tool

DfE Guidance states that the decision to exclude a pupil permanently should only be taken:

• in response to a serious breach or persistent breaches of the school's behaviour policy; and

• where allowing the pupil to remain in school would seriously **harm the education or welfare of the pupil or others** such as staff or pupils in the school.

The Inclusion Support Service have developed this tool to support headteachers to evaluate the harm a pupil may present and identify what can be done to mitigate this.

When using the tool Headteachers should consider the following.

**Behaviour:**

Describe the behaviour that is causing harm. This may include outlining the frequency, location etc.

Outline the impact of this behaviour on education and welfare. For example:

Harm to the Pupil: How is the pupil’s education being affected; what is the risk of harm to the pupil (emotional, physical, social); and identify additional needs and if so what (SEND, safeguarding, mental health)?

Harm to peers and staff: Is other pupils’ learning being disrupted and if so, how; are there safeguarding concerns for others and if so, what; are staff experiencing threats, stress, or harm; and has staff wellbeing or ability to teach been compromised and if so, how?

**Strategies to mitigate harm:**

Examples of **supportive interventions:** Pastoral support / mentoring; SEN assessment or review; CAMHS or mental health referral; alternative timetable or provision; managed move or respite placement; behaviour support plan / PSP; ELSA / therapeutic input. **Environmental adjustments** could include a change of class or seating; increased supervision; safe space or time-out provision; and staff training or support. Finally, **partnership working** such as multi-agency meeting; parental engagement; Early Help referral; and Inclusion team involvement.

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| **Pupil Name:** |  | **Date of agreed RA:** |  |
| **Staff involved in RA:** |  |  |  |

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| **Behaviour**: |
| Harm to pupil | Harm to Peers/Staff | Mitigation Strategies implemented | Strategies still available to mitigate permanent exclusion |
|  |  |  |  |
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|  |  |  |  |
| **Decision**: Continue with current provision ☐ Implement additional support ☐ Consider alternative provision ☐ Proceed to exclusion panel ☐ |
| **Rationale:**  |