



EmpowerEd

Behaviour Management Policy

Date of Publication: 10/03/2022

Reviewed: 03/09/2024

Date of Next Review: 03/09/2025

Policy Creator: Chris Vasquez

Reviewed by: Paige Beaney

EmpowerEd Behaviour Management Policy

Statement of Intent

At EmpowerEd, we recognise the vital role that positive and effective behaviour management plays in promoting students' welfare, learning, and enjoyment. Our aim is to create an environment where students feel respected, supported, and empowered to develop their personal and social skills. We are committed to fostering a culture of mutual respect, kindness, and cooperation among students, staff, parents, and carers.

This Behaviour Management Policy aims to:

- Help students develop respect and care for one another.
- Build cooperative relationships with their peers and adults.
- Teach students the social skills necessary for acceptable behaviour.
- Develop students' confidence, self-discipline, and self-esteem within a supportive, respectful environment.

We require all staff, volunteers, and students to model positive behaviour, treating each other with friendliness, care, and courtesy. We ensure that new staff, volunteers, and parents/carers are familiarised with this policy, so they understand and follow its guidelines.

Behaviour Management Strategies

At EmpowerEd, staff manage behaviour using clear, consistent, and positive strategies. We encourage parents and carers to actively contribute to and engage with these strategies. Our behaviour management in sessions is built on the following key principles:

- **Establish Clear Rules:** Staff and students collaborate to establish clear 'ground rules' for behaviour in sessions. These rules apply equally to all students and staff.
- **Positive Reinforcement:** Positive behaviour is consistently acknowledged and reinforced with praise and encouragement and wider positive behaviour strategies.
- **Redirection:** Negative behaviour is handled by redirecting students toward alternative, positive actions.
- **Clear, Calm Communication:** Staff handle negative behaviour by communicating clearly, calmly, and positively with students.
- **Positive Role Models:** Staff set a positive example by behaving in a friendly, tolerant, and respectful manner, promoting a culture of mutual respect.
- **Avoidance of Shouting:** Staff are encouraged to avoid shouting and instead use constructive dialogue.
- **Open Discussions:** Staff facilitate regular discussions with students about behaviour, helping them understand the impact of their actions. Students are encouraged to reflect on their behaviour and voice their perspectives.
- **Consistent Team Approach:** Staff work together to address behaviour consistently, discussing incidents and agreeing on collective approaches.
- **Early Parental Involvement:** Staff address behavioural concerns with parents/carers at the earliest opportunity to collaboratively identify causes and strategies.
- **Empowerment Against Bullying and Discrimination:** Students experiencing bullying, racism, or other unacceptable behaviour are encouraged to speak out with confidence.
- **Conflict Resolution:** Staff encourage and mediate discussions between students to resolve conflicts through respectful dialogue.

- **Engaging Activities:** Activities are well-planned and varied to maintain student engagement and reduce the likelihood of disruptive behaviour.

Dealing with Negative Behaviour

At EmpowerEd, we use positive strategies to address negative behaviour, encouraging students to find appropriate solutions that match their developmental level. When dealing with negative behaviour, staff will distinguish between:

- **Disengaged Behaviour:** This may indicate that a student is bored, unsettled, or unhappy. Staff will use sensitive interventions to re-engage the student in meaningful activities.
- **Disruptive Behaviour:** This occurs when a student's actions interfere with others' enjoyment. Staff will work together to identify the best approach to address and resolve such behaviour.
- **Unacceptable Behaviour:** This includes non-negotiable actions like discriminatory remarks, violence, bullying, or destruction of property. Consequences will follow, such as temporary removal from the activity or session.

When negative behaviour occurs:

- Staff will listen to the student(s) involved to understand their perspective.
- Staff will explain the impact of the behaviour and its consequences on others.
- Efforts will be made to ensure students fully comprehend the explanations and consequences.

Use of Physical Interventions

EmpowerEd never uses physical punishment or the threat of it. Physical intervention is only used as a last resort when there is an immediate risk of significant injury to the student(s) or others, or to prevent serious damage to property. Staff will always attempt non-physical actions first, including verbal dialogue and diversion.

If physical intervention becomes necessary:

- Staff will clearly explain to the student(s) why it is being used.
- Only the **minimum force necessary** will be applied, for instance, gently guiding a student away from danger.
- Staff will maintain communication with the student(s) during the intervention to explain the reasons for their actions.
- Physical intervention will be used as an act of care and control, not as punishment.

Once it is safe, staff will gradually reduce the intervention, allowing the student to regain self-control. The force used will always be appropriate to the student's age, size, and strength.

If a staff member feels unable to manage a situation safely, they will seek assistance from managers or, in extreme cases, the police.

Recording and Reporting Physical Interventions

- **Incident Reporting:** Any instance where physical intervention is used will be recorded in the Incident Record Book, and the Management team will be notified.

- **Parental Notification:** Parents/carers will be informed of the incident on the same day, and it will be discussed to ensure transparency.
- **Staff Misconduct:** If a staff member is found to have used physical force inappropriately, disciplinary action will be taken in line with the provisions of our Staffing Policy and Safeguarding Children Policy.

Creating a Positive Learning Environment

EmpowerEd is committed to creating an environment where:

- Positive behaviour is celebrated and reinforced.
- Children feel safe, respected, and valued.
- Staff, students, and parents/carers work together to manage behaviour constructively.
- The well-being, development, and education of each child is prioritised through mutual respect, effective communication, and positive role modelling.

By maintaining clear expectations and offering support, we aim to foster a community where every child can thrive academically, socially, and emotionally.