Behaviour Management Policy V2

Aims

This policy aims to:

- Provide a consistent approach to behaviour management.
- Define what we consider to be unacceptable behaviour, including bullying.
- Outline how pupils are expected to behave.
- Summarise the roles and responsibilities of persons working within Little Gems Wellbeing Centre with regards to behaviour management
- Outline our system of rewards and sanctions.

Legislation and statutory requirements

This policy is based on advice from the Department for Education (DfE) on:

- Behaviour and discipline
- The Equality Act 2010
- Keeping children safe in education 2023

Definitions

Misbehaviour is defined as:

- Disruption of learning
- Poor attitude

Serious misbehaviour is defined as:

- Repeated breaches of the yard rules
- Any form of bullying
- Vandalism
- Theft
- Fighting
- Racist, sexist, homophobic or discriminatory behaviour
- Personal injury to, or damage to the property of, any person (including the pupil)

Bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

• Deliberately hurtful

• Repeated, often over a period of time.

• Difficult to defend against

Roles and responsibilities

Little Gems Wellbeing Centre Manager will ensure that the company environment encourages positive behaviour and that staff deal effectively with poor behaviour and will monitor how staff implement this policy to ensure rewards and sanctions are applied consistently.

All Staff and volunteers are responsible for:

• Implementing the behaviour policy consistently

• Modelling positive behaviour

• Providing a personalised approach to the specific behavioural needs of pupils

• Recording behaviour incidents

School setting & parents are expected to:

• Support their child in adhering to the pupil code of conduct.

• Inform the company of any changes in circumstances that may affect their child's behaviour.

• Discuss any behavioural concerns with a member of staff promptly.

Pupils code of conduct

Pupils are expected to:

• Behave in an orderly and self-controlled way.

• Show respect to members of staff and each other.

• Make it possible for all pupils to learn.

• Move sensibly around the site.

• Treat the yard buildings and property with respect.

• Accept sanctions when given.

• Always be kind to the animals and treat them with respect

Rewards and sanctions

List of rewards and sanctions

Positive behaviour will be rewarded with:

• Praise and other positive feedback from staff.

• Use of the rosettes and certificates

• Emails to parents / school setting.

Little Gems Wellbeing Centre may use one or more of the following sanctions in response to unacceptable behaviour:

• Verbal support to make the right choices about behaviour.

• A verbal warning about possible sanctions.

• Restorative approaches to promote understanding of behaviour requirements.

• Phone calls home to parents / school setting.

• Collaboration with parents or professionals to promote acceptable behaviour.

• If damage to property is caused then following a call with parent / school police may be called

Police

Police intervention will be sought in circumstances where the pupil has caused excessive damage to the building, has assaulted a member of staff or other students, has failed to respond to de-escalation techniques or is in grave danger of harming him/herself. Police may also be called when there is persistent harassment, which could result in a crime being committed. Police may be called if the child arrives with anything that is deemed to be dangerous such as knife / illegal or unprescribed to them drugs

Behaviour management

Little Gems Wellbeing Centre teaching and support staff are responsible for setting the tone and context for positive behaviour within the setting.

They will:

• Create and maintain a stimulating environment that encourages pupils to be engaged.

• Display the pupil code of conduct or their own classroom rules.

• Develop a positive relationship with pupils, which may include:

- Greeting pupils in the morning from their transport
- Establishing clear routines
- Communicating expectations of behaviour in ways other than verbally
- Highlighting and promoting good behaviour
- Concluding the day positively and starting the next day afresh
- Having a plan for dealing with low-level disruption
- Using positive reinforcement
- Adhering to agreed strategies to meet individual pupils needs
- Maintaining a consistent and fair approach to behaviour management

Physical restraint

We will not use physical restraint against pupils

Reasonable force

In some serious circumstances, staff may need to use reasonable force to prevent pupils from imminent danger. Such as:

- Hurting themselves
- Hurting others
- Damaging property
- Harming animal(s)

Monitoring arrangements

This behaviour policy will be reviewed each academic year.

Signed:

Name: Hayley James (Manager)

Date: 05 / 10 / 2026