

Learn with Confidence

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Behaviour Management Policy

1. Purpose

This policy sets out the principles and procedures for managing learner behaviour in a safe, respectful, and consistent manner. It aims to:

- Promote positive behaviour and learning outcomes.
 - Ensure the safety of learners, staff, and visitors.
 - Clarify the circumstances under which restrictive, physical intervention, or restraint may be used.
 - Ensure transparency regarding the types of learners accepted by the organization.
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2. Scope

This policy applies to all staff, volunteers, and learners within the organization. It covers all on-site and off-site activities under the organization's control.

3. Principles

1. **Positive Behaviour Support** – We prioritize proactive strategies to encourage appropriate behaviour, including:
 - Clear expectations and routines.
 - Praise and recognition of positive behaviour.
 - Structured support plans for learners needing additional guidance.
 2. **Safety First** – The safety of learners, staff, and visitors is paramount. Any intervention must be proportionate, necessary, and reasonable.
 3. **Legal and Ethical Compliance** – All actions are compliant with relevant legislation, safeguarding requirements, and best practice guidance.
 4. **Non-Acceptance of High-Risk Learners** – For the safety of the community, we **do not accept learners with a known history of severe physical aggression, violence, or behaviours that pose a high risk to others.**
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4. Behaviour Expectations

Learners are expected to:

- Treat others with respect and consideration.
- Follow staff instructions promptly and appropriately.
- Refrain from actions that endanger themselves or others.

Staff will:

- Model respectful behaviour.
 - Apply positive reinforcement consistently.
 - Address incidents in line with this policy.
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5. Behaviour Management Strategies

5.1. Preventative Strategies

- Clear rules and expectations communicated to all learners.
- Structured routines and supportive learning environments.

- Individual Behaviour Support Plans for learners requiring extra guidance.

5.2. Restrictive Intervention

- Restrictive interventions may be used **only when absolutely necessary** to prevent harm.
- Such interventions will be proportionate, monitored, and documented.

5.3. Physical Intervention and Restraint

- We **do not** accept learner who have a known physical intervention and restraint need. This is with the exception of those who attend with parents or carers who are the trained and primary person remaining with the learners at all times to deal with any restraint or intervention that is required.
- We will risk assess any learners that have this requirement prior to them starting with LwC

6. Incident Reporting and Review

- All restrictive, physical, or restraint interventions must be logged in the Incident Report Form immediately.
- Reports will include:
 - Date, time, and location.
 - Description of the incident.
 - Actions taken and staff involved.
 - Outcome and follow-up measures.
- Senior management will review all incidents to identify patterns and areas for improvement.

7. Learner Admissions Policy

- Learners with a documented history of **serious physical aggression or violence** are **not admitted**, due to the safety risks posed to staff and peers.
- Risk assessments are conducted for all prospective learners to ensure the learning environment remains safe and supportive.

8. Staff Training

- All staff are made aware of any learners that are attended by parents or carers that have a history of, or presently need restrictive interventions. They are offered basic restraint training as a back up to the main parent or carer who takes responsibility for intervention and restraint over and above our staff.
- Training includes safeguarding, legal responsibilities, and ethical considerations.

9. Monitoring and Review

- This policy will be reviewed annually or following a serious incident.
- Feedback from staff, learners, and parents/guardians will inform updates.

Version Control			
Version No.	Date	Author	Notes
1.0	7 th October 2024	K Perry	Initial Draft
1.1	01.09.2025	KP	