

Behaviour Management Policy

1. Purpose

The purpose of this policy is to create a safe, supportive, and consistent environment where all learners can engage positively in education. It sets out the expectations for behavior, strategies to promote positive conduct, and the procedures for addressing inappropriate behavior in a fair and constructive manner.

2. Scope

This policy applies to:

- All learners enrolled with EMZ AESTHETICS AP LTD
- All staff, contractors, and volunteers
- All learning environments, including classrooms, community settings, off-site visits, and online provision

3. Principles

- Every learner has the right to learn in a safe and respectful environment.
- Staff model positive behaviour and high expectations.
- Relationships are central to effective behavior management.
- Consistency, fairness, and restorative approaches underpin responses to behaviour. - Behaviour is understood within the context of learners' individual needs and circumstances.

4. Responsibilities

Organisation:

- Provide a safe, inclusive environment that promotes respect and positive behaviour.
- Train staff in behaviour management, safeguarding, and de-escalation strategies.
- Monitor and review the effectiveness of this policy.

Staff:

- Establish clear boundaries and expectations from the outset.
- Use positive reinforcement to encourage desired behaviours.
- Apply behaviour strategies consistently and fairly.
- Use restorative approaches to resolve conflict and repair relationships.
- Record and report incidents in line with safeguarding and organisational procedures.

Learners:

- Show respect to staff, peers, and property.
- Follow agreed rules and routines.

- Take responsibility for their own actions and behaviour.
- Engage in restorative conversations when behaviour has caused harm.

Parents/Carers:

- Support the organisation's behaviour expectations.
- Communicate openly with staff about concerns.
- Work in partnership to promote consistent behaviour strategies.

5. Behaviour Expectations

Learners are expected to:

- Treat everyone with dignity and respect.
- Use appropriate language and behaviour.
- Follow instructions from staff.
- Engage with learning to the best of their ability.
- Keep themselves and others safe.

Unacceptable behaviour includes:

- Verbal abuse, bullying, or discriminatory language.
- Physical aggression or violence.
- Deliberate damage to property.
- Persistent disruption to learning.
- Refusal to follow reasonable instructions.

6. Strategies to Promote Positive Behaviour

- Clear induction outlining expectations.
- Positive reinforcement and recognition of progress.
- Use of restorative practices to repair harm.
- Personalised support and behaviour plans where needed.
- Engagement in social, emotional, and mental health (SEMH) interventions.

7. Responding to Inappropriate Behaviour

- Early intervention: Address issues calmly and promptly.
- De-escalation: Use strategies to reduce conflict and avoid escalation.
- Restorative practice: Facilitate reflection and accountability.
- Sanctions (where appropriate): May include time-out, loss of privileges, or temporary withdrawal from activities.
- Persistent or serious incidents: Managed in line with safeguarding procedures and may involve parents/carers, external agencies, or exclusion in extreme cases.

8. Recording and Monitoring

- All incidents will be recorded using the organisation's agreed system.
- Patterns of behaviour will be monitored to identify triggers and support needs.
- Serious incidents will be reviewed by management and safeguarding leads.

9. Training and Support

- Staff will receive ongoing training in:
 - Positive behaviour management
 - Safeguarding and child protection
 - Restorative approaches
 - Trauma-informed practice
- Staff will be supported through supervision, debriefs, and reflective practice.

10. Monitoring and Review

This policy will be reviewed annually, or sooner if required, to ensure it remains effective, relevant, and aligned with statutory guidance and best practice.

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