



Behaviour Management Policy

Approved by:
The Directors of Strive Alternative Provision

Signed on behalf of the Directors by:
Stacey Hickey, Head of Operations

Date Approved: June 2026
Review Date: June 2027

POLICY UPDATE SUMMARY

- Added full 2025 Legal & Statutory Framework.
- Updated for KCSIE 2025 and Working Together 2023.
- Terrorism (Protection of Premises) Act 2025 (Martyn's Law)
- Updated AP and Buckinghamshire LA requirements.
- Added trauma-informed and restorative practice wording.
- Updated suspensions, exclusions, searching, screening and reasonable force.
- Strengthened staff duties, communication and reporting expectations.
- Added AP-specific behaviour expectations outside the provision.

1. POLICY STATEMENT

Strive Alternative Provision (“the Provision”) is committed to creating a safe, calm and nurturing environment where young people can develop self-discipline, emotional regulation and the social skills required to thrive. Our approach is trauma-informed, relationship-based and rooted in consistency, predictability and clear boundaries.

2. SCOPE

This policy sets out both expectations for student behaviour and the professional conduct expected of staff when managing behaviour. It should be read alongside the Staff Code of Conduct.

This policy applies to:

- All students
- All staff, subcontractors, volunteers
- All behaviour on-site, off-site, online and when travelling
- Any behaviour in the community where a student is identifiable as part of Strive

3. LEGAL & STATUTORY FRAMEWORK

This policy is informed by:

- Children Act 1989 & 2004
- Education Act 1996 & 2002
- Education & Inspections Act 2006
- Children and Families Act 2014
- Equality Act 2010
- Human Rights Act 1998
- UK GDPR & Data Protection Act 2018
- Health & Safety at Work Act 1974
- Protection of Freedoms Act 2012
- Counterterrorism & Security Act 2015 (Prevent Duty)
- Mental Capacity Act 2005
- Keeping Children Safe in Education (KCSIE) 2025
- Working Together to Safeguard Children 2023

- Alternative Provision Statutory Guidance (2013)
- SEND Code of Practice 2015
- Buckinghamshire LA AP Quality Assurance Requirements 2024/25
- Searching, Screening and Confiscation (DfE 2022)
- Use of Reasonable Force (DfE 2013)
- Martyn's Law (Protect Duty)

4. PRINCIPLES AND APPROACH

Trauma-Informed Practice:

- Safety, predictability and emotional regulation underpin all responses to behaviour.
- Staff prioritise connection before correction.
- Students are supported to reflect, repair and restore relationships.

High Expectations with High Support:

- Behaviour is taught, modelled and reinforced.
- Students are supported to understand the impact of their choices.

Restorative Practice:

- Used where appropriate to rebuild trust and repair harm.

5. ROLES & RESPONSIBILITIES

Students:

- Take increasing responsibility for their behaviour.
- Treat peers, staff and the environment with respect.

Parents/Carers:

- Work collaboratively with Strive.
- Support engagement with behaviour expectations and reintegration meetings.

Staff:

- Model calm and consistent behaviour.
- Use trauma-informed strategies and de-escalation.
- Record incidents promptly.
- Communicate concerns to SLT and safeguarding leads.

Senior Leadership:

- Support staff.
- Maintain consistency in application of this policy.
- Analyse incident data for patterns and intervention needs.

Directors:

- Make final decisions on suspensions and exclusions.

- Ensure robust policy, training and safeguarding practice.

6. CONSISTENCY & EXPECTATIONS

Staff must use shared language and apply boundaries consistently. Predictability supports safety and reduces escalation. All staff must follow behaviour protocols and keep required devices charged and accessible.

7. COMMUNICATION

Staff must communicate promptly, clearly and professionally. Walkie-talkies, phones and digital systems must be used according to internal procedures.

8. RECORDING & REPORTING

Incidents must be reported immediately to SLT and recorded the same day. Patterns will be reviewed regularly to inform support and interventions. Behaviour incidents with safeguarding implications will also be recorded on CPOMS and managed in accordance with the Safeguarding & Child Protection Policy.

9. REWARDS & POSITIVE REINFORCEMENT

Strive uses:

- Verbal praise (specific, descriptive)
- Certificates
- Individualised rewards
- Positive communication with parents/carers

10. MANAGING CHALLENGING BEHAVIOUR

Staff follow a cycle of observing, learning and applying best practice. All unsafe or inappropriate behaviour must be challenged calmly and consistently.

Trauma-informed de-escalation includes:

- Offering space
- Calm tone and non-threatening posture
- Redirection
- Choice and control where appropriate
- Visual/auditory cues
- Co-regulation techniques

11. CONSEQUENCES

Consequences must be:

- Proportionate
- Trauma-informed
- Consistent
- Focused on safety and learning

- Adapted to SEND needs

Behaviour Outside the Provision:

Strive may address behaviour outside the premises or online if it:

- Poses a risk to students or staff
- Brings Strive into disrepute
- Occurs during transport or off-site activities

12. TYPES OF CONSEQUENCES

Verbal Reminders/Reflective Discussion:

Staff explain why behaviour is unsafe or unacceptable.

Time Out / Supportive Pause:

A structured opportunity for regulation before rejoining the activity.

Fixed-Term Suspension:

Directors make final decisions following investigation. Used only when necessary and proportionate.

Parents/carers will be informed the same day.

A reintegration meeting is required before returning.

Examples include:

- Persistent disruptive behaviour
- Serious breach of safety
- Threatening behaviour
- Significant bullying
- Repeated defiance

Permanent Exclusion:

Considered when:

- A serious one-off breach occurs
- Repeated breaches occur
- Safety cannot be maintained

Examples include:

- Possession of weapons
- Supplying illegal drugs
- Serious violence
- Serious sexual harm
- Arson or criminal damage
- Theft

Mitigating circumstances will be considered.

13. SEARCHING, SCREENING & CONFISCATION

Strive follows DfE 2022 guidance. Staff may search with or without consent for prohibited items including:

- Weapons
- Drugs
- Alcohol
- Stolen goods
- Vapes/tobacco
- Fireworks
- Items likely to cause injury or damage

Weapons, knives, illegal drugs or indecent images will be dealt with in accordance with statutory guidance and, where appropriate, handed to police.

14. REASONABLE FORCE

Staff will only use physical intervention where trained and authorised to do so, except in emergency situations where immediate action is necessary to prevent harm.

Staff may use reasonable force to prevent a student from:

- Causing harm to themselves or others
- Damaging property
- Committing a criminal offence
- Severely disrupting safety or order

Any use of force must:

- Be a last resort
- Be proportionate and necessary
- Be in line with staff training

All incidents must be recorded immediately and reported to SLT. Parents/carers will be informed the same day.

15. EQUALITY, DIVERSITY & INCLUSION

Strive will not tolerate discrimination of any form. Staff must actively challenge prejudice and protect the dignity and rights of all students.

16. BULLYING

Strive has a zero-tolerance approach to bullying, including:

- Physical, verbal or online bullying
- Sexual harassment or harmful sexual behaviour
- Discriminatory bullying
- Relational/social exclusion

See Anti-Bullying Policy for full detail.

17. STUDENT & STAFF WELFARE

Welfare is paramount. Any concern must be reported immediately to the DSL or SLT. Staff should also seek support for their own wellbeing where needed.

18. TRAINING & DEVELOPMENT

Staff receive ongoing training in:

- Behaviour management
- Trauma-informed practice
- Safeguarding & Prevent
- Positive handling
- Cohort-specific needs

END OF POLICY

MONITORING & REVIEW

This policy will be reviewed annually, or sooner if required due to changes in legislation, statutory guidance, local authority requirements, or significant operational changes. The Head of Operations is responsible for ensuring timely review and for communicating updates to all staff.

Version Control

Version	Date	Changes Made	Approved By
2025.1	July 2025	Full rewrite and update to 2025 legislation	Directors of Strive AP (via SH)
2026.1	June 2026	Annual review & due diligence update	Directors of Strive AP (via SH)