



Engage Community

Behaviour Policy

1. Policy Statement

At Engage Community, we believe that positive behaviour creates a safe, enjoyable, and inclusive environment where every child can thrive. This policy sets out our expectations for behaviour and how we promote, support, and manage behaviour in our school-based sessions and holiday camps.

Our approach focuses on **positive reinforcement, consistency, and role modelling**. We aim to help children develop self-discipline, respect for others, and responsibility for their actions, while recognising that children learn best in supportive environments.

2. Aims

- To promote respect, kindness, fairness, and teamwork.
- To create safe environments where children feel valued and included.
- To encourage children to make positive choices and understand the impact of their behaviour.
- To ensure consistency in behaviour expectations across all settings.
- To work in partnership with parents, carers, and schools to support children.

3. Expectations of Behaviour

While attending Engage Community sessions, children are expected to:

- Use respectful, polite, and socially acceptable behaviour.
- Listen to staff, follow instructions, and cooperate in activities.
- Respect other children, staff, and visitors regardless of race, gender, ability, age, or religion.
- Respect equipment, facilities, and the environment.
- Play fairly, share, and include others.
- Ask for help if they are upset or unsure.
- Try their best and enjoy their time with us.

4. Promoting Positive Behaviour

We encourage good behaviour by:

- Recognising and praising positive behaviour.
- Rewarding children through verbal praise, stickers, certificates, or small incentives (age-appropriate).
- Celebrating role models who demonstrate respect, teamwork, or kindness.
- Offering a variety of engaging activities to meet children's needs and interests.
- Encouraging children to reflect on their actions and make positive choices.



5. Managing Inappropriate Behaviour

We recognise that children are learning and may sometimes need support to manage their behaviour. Staff will respond calmly, fairly, and consistently, using strategies such as:

1. **Verbal reminder** – reminding the child of expected behaviour.
2. **Second reminder and warning** – explaining why behaviour is not acceptable and outlining consequences if it continues.
3. **Time-out/reflection** – short removal from the activity to allow the child to calm down and reflect.
4. **Restorative conversation** – staff support the child to reflect on their behaviour and, if appropriate, make amends (e.g. apologising, helping to fix a situation).

If inappropriate behaviour continues, staff will:

- Record the incident using a Behaviour Incident Form.
- Inform parents/carers (and schools, if during a school session).
- Work with parents/carers to agree strategies for improvement.

6. Serious or Persistent Misbehaviour

Behaviours such as bullying, physical violence, abusive language, racism, or persistent disruption are not tolerated. These will be treated seriously, and steps may include:

- Immediate removal from the activity.
- Meeting with parents/carers to discuss concerns.
- Referral to school staff (for school-based programmes).
- In holiday camps, possible temporary or permanent exclusion if behaviour places others at risk or repeatedly disrupts activities.

7. Role of Staff

All Engage Community staff are responsible for:

- Modelling positive behaviour at all times.
- Setting clear boundaries and expectations.
- Applying rules consistently and fairly.
- Listening to children and taking their concerns seriously.
- Communicating with parents/carers and schools where needed.

8. Partnership with Parents and Schools

- Parents/carers will be informed of both positive achievements and concerns.
- We will work alongside schools to ensure consistency in behaviour management.
- Where needed, we will create behaviour support strategies tailored to individual children.



9. Monitoring and Review

- Behaviour incidents will be logged and monitored to identify patterns.
- Serious concerns will be reviewed by the management team.
- This policy will be reviewed annually to ensure it remains effective.

Adopted by Engage Community

Date: 01.09.2025

Signed: Matt Price (CEO Engage Community)