



Positive Behaviour Policy

August 2025

Purpose

At Thrive Holistic Education CIC, we are committed to creating a safe, nurturing, and inclusive environment where every child feels valued, respected, and supported to thrive emotionally, socially, and academically. This policy outlines our approach to promoting positive behaviour and supporting children in developing self-regulation, resilience, and respectful relationships.

Our Ethos

We believe that:

- Behaviour is a form of communication.
- Every child deserves to be understood, not judged.
- Positive relationships are at the heart of positive behaviour.
- Children learn best in environments where they feel safe and emotionally secure.

Our approach is rooted in a holistic understanding of each child, recognising their emotional needs, developmental stage, and individual experiences.

Aims

We aim to: - Promote a culture of kindness, respect, and empathy. - Support children in developing self-awareness and emotional regulation. - Encourage responsibility for actions and choices. - Build confidence, independence, and resilience. - Reduce incidents of challenging behaviour through proactive strategies.

Promoting Positive Behaviour

We promote positive behaviour through:

Positive Relationships

- Building trusting, consistent relationships between staff and children.
- Listening actively and valuing children's voices.
- Modelling respectful and calm behaviour at all times.

Clear Expectations

- Using simple, age-appropriate rules (e.g., Be Kind, Be Safe, Be Respectful).
- Reinforcing expectations regularly through discussion and modelling.

Recognition and Encouragement

- Praising effort, progress, and positive choices.
- Using specific, meaningful feedback.
- Celebrating achievements both big and small.

Structured Environment

- Providing predictable routines and clear boundaries.
- Creating calm, engaging learning spaces.

Supporting Emotional Regulation

We recognise that children may need support to manage their emotions. We: - Teach emotional literacy (identifying and naming feelings). - Provide calming strategies (e.g., breathing exercises, quiet spaces). - Offer time and space for children to regulate before addressing behaviour.

Responding to Challenging Behaviour

When challenging behaviour occurs, staff will respond in a calm, consistent, and supportive manner:

De-escalation

- Use a calm tone of voice and non-threatening body language.
- Give clear, simple instructions.
- Offer choices where appropriate.

Understanding the Behaviour

- Consider underlying causes (e.g., tiredness, anxiety, unmet needs).
- Reflect on triggers and patterns.

Restorative Approach

- Encourage children to reflect on their actions.
- Support them to understand the impact on others.
- Help repair relationships through discussion or restorative activities.

Natural Consequences

- Apply fair and proportionate consequences where necessary.
- Focus on learning rather than punishment.

What We Avoid

We do not use:

- Shouting, humiliation, or public shaming.
- Physical punishment.
- Harsh or punitive measures that do not support learning.

Individual Support

Some children may require additional support. We will: - Work with families and carers to understand the child's needs. - Develop individual behaviour or support plans where appropriate. - Seek external advice if needed.

Safeguarding and Safety

The safety of all children is paramount. If behaviour poses a risk to the child or others: - Staff will intervene to ensure safety. - Incidents will be recorded and reviewed. - Parents/carers will be informed where appropriate.

Partnership with Parents and Carers

We value strong partnerships with families. We will:

- Communicate openly and regularly.
- Share successes as well as concerns.
- Work collaboratively to support consistent approaches.

Staff Responsibilities

All staff will:

- Model positive behaviour and respectful communication.
- Apply this policy consistently and fairly.

- Engage in ongoing training and reflection.

Review and Training

- This policy will be reviewed annually or after any incident.
- Staff must confirm in writing that they have read and understood it.
- Refresher training will be provided as needed.

Policy Ownership

This policy is approved by the Directors of Thrive Holistic Education CIC and is mandatory for all staff.

This policy was last reviewed on:11/08/2025

Signed: *A Jacques-Clare*

Date: 11/08/2025