BEHAVIOUR POLICY

EFFECTIVE: SEPTEMBER 2026 | REVIEW: SEPTEMBER 2027

SAFE PEOPLE • POSITIVE PATHWAYS • COMPLIANT PRACTICE | Impact Alternative Learning - commissioned alternative provision.

1 PRINCIPLES

- Maintain clear, predictable routines, high expectations and restorative, relational responses; treat behaviour as possible communication of unmet needs.
- Safeguard dignity, respect, equality and a safe environment for all learners and staff.

2 INDIVIDUAL PLANNING

- Identify triggers, strengths, regulation support and potential harm in a co-produced, personalised support plan; consider EHCP requirements.
- All staff receive essential strategies and record what works; seek specialist advice when plans fail.

3 POSITIVE REINFORCEMENT

- Teach, model and recognise positive choices, routines and relationships. Use explicit de-escalation and co-regulation before consequences.
- Adapt language, sensory environment, timings and choices for SEND needs.

4 UNSAFE INCIDENTS AND DE-ESCALATION

- Keep the child and others safe; separate individuals or summon help when needed; do not use humiliation, threats, unnecessary force or isolation as punishment.
- Log significant incidents including antecedents, risks, actions, injury, debrief and parent/commissioner contacts.

5 RESTRICTIVE PHYSICAL INTERVENTION

- Use only lawful, necessary, proportionate intervention to prevent harm, by competent staff under the linked physical intervention procedure.
- Record, review and notify as necessary; repeat incidents trigger risk and behaviour-plan review.

6 SUSPENSION OR PLACEMENT DISRUPTION

- As an AP provider, Impact does not purport to issue formal school exclusions under the school statutory framework.
- Concerns about continuing suitability are escalated to commissioners; jointly plan safety, alternative education and transitions rather than abruptly sending learners home.

7 BULLYING, DISCRIMINATION AND SEXUAL HARM

- Treat child-on-child abuse as safeguarding, not a mere behaviour issue. Ensure separate protective action for reporting and alleged pupils.
- Record actions, equality impacts and pattern reviews.

8 OVERSIGHT

- Review learner voice, outcomes, incident trends, disproportionality and reductions in repeat incidents; share improvements with staff and governance.

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Trauma-informed support, proportionality and safe intervention

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9 LINKED STATUTORY AND DFE GUIDANCE

- Keeping Children Safe in Education 2026 (in force 1 September 2026); SEND code of practice: 0 to 25 years This policy is a provider operational policy; the primary guidance and any commissioner requirements take precedence where applicable.

10 POLICY OWNERSHIP AND REVIEW

- Policy owner: Kate Willis, Principal and Proprietor. Effective date: September 2026. Next review: September 2027, or sooner if legislation, safeguarding guidance, commissioning requirements or provision changes.
- The Principal manages implementation and policy review, with governance oversight where appropriate; relevant staff are informed of updates and confirm understanding.