

Positive Behaviour and Conduct Management Policy 2026

Summary:

This policy outlines how the International British Theatre School (IBTS) promotes and manages positive behaviour and conduct across its settings. It provides a framework for staff to model and reinforce respectful, inclusive behaviour while responding effectively to incidents that compromise wellbeing or safety. The policy reflects the latest Ofsted, DfE, and EYFS 2024 guidance and emphasises proactive, restorative, and trauma-informed practice.

Policy Statement

IBTS is committed to maintaining a safe, happy, and nurturing environment that supports children’s emotional, social, and behavioural development. All staff model positive behaviour and uphold a consistent, fair approach to managing conduct. This policy applies to all camps, clubs, and learning environments operated by IBTS.

Legislative Framework

This policy aligns with:

- EYFS (2024) – Safeguarding and Welfare: Managing Behaviour [3.50–3.52]
- DfE “Behaviour in Schools” (2024)
- DfE “Searching, Screening and Confiscation” (2024)
- KCSIE (2025) and Working Together to Safeguard Children (2023)
- Equality Act 2010 and Children Act 2004

Expectations for Behaviour

Children attending IBTS are expected to:

- Treat others with kindness and respect.
- Follow instructions from staff calmly and politely.
- Take care of equipment, property, and the environment.
- Participate positively and cooperatively in activities.
- Ask for help when needed and support peers.

Staff will communicate clear expectations and reinforce them positively through daily interaction.

Promoting Positive Behaviour

IBTS promotes positive behaviour by:

- Modelling respectful, inclusive behaviour at all times.
- Praising and celebrating positive actions and achievements.
- Using consistent routines and visual reminders.
- Providing engaging, well-planned activities to prevent boredom or frustration.
- Encouraging self-regulation and problem-solving skills.
- Communicating achievements to parents and carers regularly.
- Offering restorative discussions to rebuild relationships after conflict.

Addressing Inappropriate Behaviour

When children display inappropriate behaviour, staff will:

1. Respond calmly and respectfully, using de-escalation strategies.
2. Explain clearly which behaviour was inappropriate and why.
3. Encourage reflection: "What could you do differently next time?"
4. Support conflict resolution between children through mediation.
5. Adjust activities or environment if behaviour stems from frustration or unmet needs.
6. Involve parents or carers early to agree supportive strategies.

Staff must never use humiliation, threats, or withdrawal of basic needs (e.g. food, drink, or toilet access) as a consequence.

Persistent or Serious Behaviour Concerns

Where inappropriate behaviour continues despite intervention:

- Staff will meet with parents to agree a Behaviour Support Plan.
- The Manager and Designated Safeguarding Lead (DSL) will review incidents and risk factors.
- If behaviour presents ongoing risk, IBTS may issue a temporary or permanent exclusion in line with the Suspensions and Exclusions Policy.
- Serious incidents will be recorded in the Incident Log and discussed at staff supervision sessions.
- If staff suspect abuse or neglect is contributing to behaviour, the Safeguarding Policy will be implemented immediately.

Physical Intervention

Physical intervention will only be used as a last resort to prevent harm to the child, others, or property. Any use of physical intervention must be proportionate, reasonable, and recorded in the Incident Log. Parents will be informed on the same day or as soon as reasonably possible. Staff involved will debrief with the Manager, and the incident will be reviewed.

Prohibition of Corporal Punishment

IBTS maintains a zero-tolerance policy towards corporal punishment. No form of physical chastisement, threat, or degrading treatment is ever permitted. This prohibition applies to all staff, volunteers, and anyone working on IBTS premises or representing the organisation.

Staff Training and Support

All staff receive annual training on:

- Positive behaviour management and de-escalation techniques.
- Supporting children with SEND and emotional needs.
- Trauma-informed approaches and restorative practice.
- Recording and reporting behavioural incidents.

Staff are supported through regular supervision and reflective discussion to

ensure consistent practice.

Monitoring and Review

The Manager and DSL will regularly review behaviour records to identify trends and inform improvements. Feedback from staff, parents, and children will shape practice. Lessons learned from incidents will be used to update staff training and procedures.

Policy Review

Reviewed: 15 November 2026

Next Review Due: 15 November 2027

Signed: Ben Whiteside

Policy Owner: Ben Whiteside, Director
International British Theatre School