

IBTS - EASY READ - Behavioural Management Policy

2026

Summary

This guide provides a concise overview of the International British Theatre School (IBTS) policy for maintaining a safe and nurturing environment. It aligns with EYFS (2024), KCSIE (2025), and DfE standards.

Core Principles

- **Commitment:** IBTS provides a safe, happy environment that supports emotional and social development.
 - **Consistency:** All staff must model respectful behavior and apply a fair approach to managing conduct.
 - **Approach:** We prioritize proactive, restorative, and trauma-informed practices.
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Expectations for Children

Children are expected to:

- Treat everyone with kindness and respect.
 - Follow staff instructions calmly.
 - Care for equipment and the environment.
 - Participate cooperatively and ask for help when needed.
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Promoting Positive Behaviour

- **Celebrate:** Praise positive actions and achievements regularly.
 - **Routine:** Use consistent routines and visual reminders to provide stability.
 - **Engagement:** Plan high-quality activities to prevent frustration or boredom.
 - **Communication:** Share student achievements with parents and carers.
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Managing Inappropriate Behaviour

When addressing challenging behavior, staff must:

1. **Stay Calm:** Use de-escalation strategies and respond respectfully.
2. **Explain:** Clearly state why a behavior was inappropriate.
3. **Reflect:** Ask the child what they could do differently next time.
4. **Mediate:** Support children in resolving conflicts through discussion.
5. **Adapt:** Change the environment or activity if it is causing frustration.

Strict Prohibitions: Staff must never use corporal punishment, humiliation, threats, or the withdrawal of basic needs (food, drink, or toilet access).

Serious Concerns and Intervention

- **Support Plans:** If behavior is persistent, staff and parents will meet to create a Behaviour Support Plan.
 - **Physical Intervention:** This is a last resort only used to prevent harm to the child, others, or property. It must be proportionate, recorded in the Incident Log, and reported to parents the same day.
 - **Safeguarding:** If behavior suggests potential abuse or neglect, the Safeguarding Policy must be implemented immediately.
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Staff Training

All staff receive annual training in:

- De-escalation and positive behavior management.
- Restorative practices and trauma-informed approaches.
- Supporting children with SEND and emotional needs.
- Correct recording and reporting procedures.

Policy Details

- Last Reviewed: May 01, 2026
- Next Review Due: May 01, 2027
- Policy Owner: Ben Whiteside, Director

