



StrongRootzProject Behaviour Management & Intervention Policy

Policy Date: September 2025

Next Review Date: September 2026

1. Introduction

StrongRootzProject is committed to promoting positive behaviour and creating a safe, respectful, and supportive environment for all children and young people. This policy outlines our approach to behaviour management, including proactive strategies, interventions, and the promotion of positive outcomes.

It aligns with **KCSIE 2025** and the **Ofsted Education Inspection Framework**, ensuring safeguarding is central to behaviour management.

2. Policy Objectives

- Promote positive behaviour and respect among all participants.
- Support children to develop self-regulation and social skills.
- Prevent and address bullying, aggression, and disruptive behaviour.

- Ensure interventions are safe, consistent, and proportionate.
- Protect staff, mentors, and children from harm.

3. Scope

This policy applies to:

- All KS2, KS3, and KS4 children engaged with StrongRootzProject.
- All staff, mentors, volunteers, and contractors.
- All activities, on-site and off-site.

4. Principles of Behaviour Management

- **Positive Reinforcement:** Praise, recognition, and rewards are used to encourage positive behaviour.
- **Consistency:** Clear expectations and consequences are consistently applied.
- **Respect and Dignity:** Interventions are fair, non-discriminatory, and maintain the dignity of the child.
- **Proactive Approach:** Early intervention is used to prevent escalation of negative behaviour.
- **Safeguarding First:** Any behaviour concerns that may indicate a safeguarding issue are reported immediately to the **Safeguarding Lead**.

5. Expectations for Children

Children are expected to:

- Treat staff, mentors, peers, and visitors with respect.
- Follow instructions during mentoring and intervention sessions.
- Engage positively and responsibly in all activities.
- Report any bullying or unsafe behaviour they witness or experience.

6. Strategies for Positive Behaviour

Staff and mentors will use a range of strategies, including:

- Clear instructions and expectations.
- Verbal praise and encouragement.
- Goal-setting and self-reflection exercises.
- Structured mentoring or intervention sessions to address challenges.
- Collaborative problem-solving with children.

7. Managing Challenging Behaviour

When challenging behaviour occurs:

- 1. De-escalation:** Staff use calm, respectful communication to reduce tension.
- 2. Assessment:** Identify the cause of the behaviour (e.g., unmet needs, safeguarding concerns).

- 3. Intervention:** Apply appropriate strategies such as time-out, reflection, or one-to-one mentoring.
- 4. Recording:** Document incidents in line with safeguarding procedures.
- 5. Follow-up:** Review interventions with the child, parents/carers, and staff as appropriate.

Important: Physical intervention is only used as a last resort and in line with statutory guidance, following training in safe methods (e.g., Team Teach) where appropriate. All incidents must be recorded and reported to the **Safeguarding Lead**.

8. Anti-Bullying

- Bullying in any form (physical, verbal, cyber, emotional) is not tolerated.
- All bullying incidents are investigated promptly, recorded, and addressed with appropriate support.
- Children are encouraged to report bullying and are supported in developing strategies to stay safe.

9. Working with Parents and Carers

- Parents/carers are informed of behaviour concerns and interventions where appropriate.
- Collaborative approaches are used to support consistent behaviour management between the service and home.

- Positive behaviour and achievements are also shared to reinforce progress.

10. Staff and Mentor Responsibilities

All staff and mentors must:

- Model positive behaviour and professional conduct.
- Apply behaviour management strategies consistently.
- Recognise and respond to signs of distress or safeguarding concerns.
- Maintain records of incidents and interventions.
- Complete training in behaviour management, safeguarding, and relevant intervention techniques.

11. Monitoring and Review

- Behaviour records and interventions are monitored to identify patterns and areas for improvement.
- This policy is reviewed annually or sooner if legislation or guidance changes.
- **Next review date: September 2026**
- Updates are communicated to all staff, mentors, and volunteers.

Policy Approved By: J Johnston, Founder & Director
Date: September 2025

