



## **NEXT GEN Engagement Behaviour Policy**

### **Introduction**

NEXT GEN Engagement is committed to fostering a positive, inclusive, and supportive learning environment for all children and young people aged 5–18. This Behaviour Policy ensures a consistent, fair, and trauma-informed approach to promoting positive behaviour, managing challenges, and supporting individual needs.

This policy is underpinned by the PACE approach (Playfulness, Acceptance, Curiosity, and Empathy), which supports emotional regulation, strengthens relationships, and contributes directly to a safe learning environment.

### **1. Core Principles**

- Every young person has the right to be treated with respect, dignity, and understanding.
- Behaviour is a form of communication and should be understood in context.
- Positive behaviour is encouraged, modelled, and reinforced.
- Clear boundaries and expectations create safety and consistency.
- Individual needs, experiences, and developmental stages are considered.
- Restorative and relational approaches are used to resolve difficulties and rebuild relationships.
- Health and safety considerations underpin all behaviour management decisions.

### **2. The PACE Approach**

NEXT GEN Engagement adopts the PACE approach as a core framework for behaviour support:

- **Playfulness:** Appropriate light-hearted interaction is used to reduce anxiety, build trust, and support engagement, while maintaining clear boundaries.
- **Acceptance:** Staff acknowledge and validate feelings and experiences without accepting unsafe or inappropriate behaviour.
- **Curiosity:** Staff seek to understand the reasons behind behaviour through calm, non-judgemental questioning rather than assumptions.
- **Empathy:** Staff demonstrate genuine understanding and compassion, helping young people feel heard, safe, and supported.

PACE supports de-escalation, reduces conflict, and helps maintain emotional and physical safety for young people and staff.

### 3. Behaviour Expectations

We expect all students to:

- Show respect to staff, peers, and the learning environment.
- Engage positively in learning and physical activities.
- Communicate in a respectful and appropriate manner.
- Take responsibility for their actions.
- Follow health and safety instructions at all times.

### 4. Encouraging Positive Behaviour

Positive behaviour is promoted through:

- Recognition and celebration of achievements and effort.
- Praise, encouragement, and positive reinforcement.
- Consistent routines and clear expectations.
- Strong, trusting relationships between staff and young people.
- Personalised strategies and support where needed.

### 5. Managing Challenging Behaviour

When behaviour does not meet expectations, staff respond calmly and consistently, using PACE principles at all stages:

1. **Reminder** – A gentle reminder of expectations.
2. **Warning** – Clear explanation of boundaries and potential consequences.
3. **Supportive Intervention** – Additional support or strategies to help regulate behaviour.
4. **Reflection** – Time and space to reflect on choices and outcomes.
5. **Restorative Action** – Restorative conversation or activity to repair relationships and restore engagement.

De-escalation and safety are prioritised at all times.

### 6. Serious Behaviour Incidents

Serious incidents (including physical aggression, unsafe behaviour, bullying, or repeated disruption) will be managed through:

- Immediate intervention to ensure safety.
- Use of de-escalation strategies informed by PACE.
- Incident recording and review.
- Parent/carer involvement.
- Individual behaviour support plans where appropriate.
- Referral to external agencies if required.

Physical intervention will only be used as a last resort, in line with health and safety, safeguarding guidance, and staff training.

### 7. Staff Responsibilities

Staff are expected to:

- Model positive, respectful behaviour at all times.
- Apply this policy consistently and fairly.
- Use the PACE approach in all interactions.
- Maintain a safe, calm, and nurturing environment.
- Engage in restorative and reflective conversations.
- Record and report incidents, concerns, and near misses.

## **8. Parent and Carer Partnership**

NEXT GEN Engagement works collaboratively with parents and carers by:

- Maintaining open and honest communication.
- Sharing progress, concerns, and successes.
- Working together on strategies to support individual needs.

## **9. Monitoring and Review**

This policy will be monitored and reviewed annually, or sooner if required, to ensure it remains effective, compliant, and responsive to the needs of young people, staff, and the organisation.