



Cobras AP

BEHAVIOUR POLICY

1. Therapeutic Approach to Behaviour

At Cobras AP, all staff are trained in Therapeutic Thinking.

1. This is a therapeutic approach to positive behaviour management, widely used across educational settings. It is based on a consistent set of principles that underpin all behaviour support strategies used at Cobras AP.

3. The core principles of the Therapeutic Thinking Steps approach are:

- Inclusion of all children and young people within educational settings
- A shared set of values and beliefs
- Open and shared communication
- Commitment to diversion and de-escalation
- Shared risk management
- Shared reparation, reflection and restoration

4. Therapeutic Thinking (Step On)

Step On is training focused on **de-escalation**. It reinforces:

- The importance of **consistency**
- The teaching of **internal discipline** rather than imposing external discipline
- A focus on **care and control**, not punishment
- Techniques to **de-escalate situations before crisis**
- Strategies to reduce risk **if a crisis does occur**

5. Cobras AP Practice Overview

- Each **mentor and teacher** works to de-escalate and support young people
- Cobras AP does **not use restraint** as part of its behaviour policy
- Cobras AP does **not believe in excluding** young people
- All staff provide **weekly reports** to relevant professionals and **liaise with parents/carers**

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