

COBRAS AP BEHAVIOUR POLICY



1. Policy Statement

At Cobras AP Ltd, we believe that every young person deserves the opportunity to learn, grow, and succeed within a safe, supportive, and inclusive environment.

Our Behaviour Policy aims to promote positive attitudes, mutual respect, self-regulation, and accountability. We encourage pupils to make positive choices, learn from mistakes, and develop the skills required to reintegrate successfully into mainstream education, further training, or employment.

Our approach is restorative, therapeutic and trauma-informed, focusing on understanding the reasons behind behaviour and supporting pupils to make lasting positive change.

2. Aims

- To create a calm, consistent and predictable learning environment.
- To help pupils understand the impact of their behaviour on themselves and others.
- To promote self-control, responsibility, and resilience.
- To recognise and reward positive choices and progress.
- To reduce incidents of challenging behaviour through early intervention and support.
- To ensure staff respond fairly, consistently, and in line with safeguarding guidance.

3. Principles

1. **Behaviour is a form of communication.** We look beyond the behaviour to understand underlying needs.
2. **Consistency and relationships** are key. Staff model respect, empathy and high expectations.
3. **Restorative practice** is central to our approach — encouraging reflection, repair, and resolution.
4. **Positive reinforcement** is more effective than punishment.
5. **Every day is a new start** — pupils are always given the chance to re-engage.

4. Expectations

Pupils are expected to:

- Arrive on time, prepared, and ready to learn.



- Follow staff instructions first time.
- Respect others, property, and the environment.
- Use positive and appropriate language.
- Wear full main school uniform.
- Keep hands, feet, and objects to themselves.
- Remain within agreed boundaries and follow safety rules.
- Put their mobile phones in the phone box on arrival until the end of their session at Cobras AP

Staff are expected to:

- Model respectful and professional behaviour at all times.
- Build positive relationships and set clear boundaries.
- De-escalate and use calming strategies.
- Record and report incidents in line with safeguarding and behaviour procedures.
- Reward effort, engagement, and positive changes.

5. Rewards & Positive Recognition

At Cobras AP we celebrate success through:

- Verbal praise and positive feedback.
- Certificates or postcards home
- Termly “Cobras Champion” or “Positive Progress” recognition.
- Contact home to share good news.

6. Dealing with Challenging Behaviour

Where behaviour disrupts learning or safety, staff will:

1. Use calm, consistent language and gentle redirection.
2. Offer choices and reminders of expectations.
3. Encourage reflection and self-regulation (using a calm corner or nurture space).
4. Record concerns using the agreed Behaviour/Incident form.
5. Involve pastoral staff, parents, or external professionals if needed.
6. Use a therapeutic thinking approach.

If behaviour poses a risk to others, staff will follow the De-escalation and Positive Handling Procedures (only by trained staff, as a last resort, in line with DfE guidance and safeguarding policy).

7. Restorative Practice



After an incident, a restorative conversation will take place.
Pupils are supported to reflect on:

- What happened
- How they were feeling
- Who was affected
- What they can do to put things right
- How to make a better choice next time

Restorative approaches promote empathy, accountability, and community.

8. Support & Intervention

Where persistent difficulties occur, staff will:

- Review individual risk assessments and support plans.
 - Work with parents/carers, key workers, or external agencies.
 - Offer mentoring, time-out, or nurture sessions.
 - Provide therapeutic or creative interventions where possible.
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9. Recording & Monitoring

All incidents are recorded on the Behaviour and Incident Log.
Patterns are reviewed termly to identify triggers, support needs, and interventions.
The Designated Safeguarding Lead (DSL) and Manager oversee all serious or repeated incidents.

10. Exclusion or Withdrawal

Cobras AP aims to avoid exclusions wherever possible.
Temporary withdrawal or reduced timetables may be used as part of a planned support strategy, never as punishment.
Any exclusion will follow local authority guidance and be recorded formally.

11. Roles & Responsibilities

- **Staff:** Implement policy fairly and consistently, build relationships, record incidents.
 - **DSL/Manager:** Monitor behaviour data, provide training, ensure safeguarding oversight.
 - **Parents/Carers:** Support positive behaviour and attend restorative meetings if required.
 - **Pupils:** Take responsibility for choices, reflect, and work towards positive change.
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12. Review

This policy will be reviewed annually or sooner if required, in line with statutory guidance and feedback from staff, pupils, and families.

13. Linked Policies

- Safeguarding Policy
 - Anti-Bullying Policy
 - Health & Safety Policy
 - Equality, Diversity & Inclusion Policy
 - Risk Assessment Procedures
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Last reviewed June 2025

