

Activate Northants Behaviour Policy

February 2025

At Activate Northants, we aim to create a fun, inclusive, and safe environment where every child can enjoy taking part in activities, build confidence, and learn positive behaviour.

This policy outlines our approach to promoting good behaviour, dealing with challenges, and ensuring all children feel respected and supported.

We believe that:

- Every child deserves to feel safe, valued, and respected.
- Good behaviour should be encouraged and recognised.
- Rules and expectations should be clear, consistent, and fair.
- When behaviour is challenging, we focus on teaching and guiding, not punishment.
- Everyone shares responsibility for creating a positive environment.

Our Code of Conduct

We expect all children, staff, and visitors to:

- Be kind and respectful – to each other, staff, and property.
- Listen and follow instructions from adults.
- Stay safe – keep hands and feet to themselves, walk in pairs to and from activities use equipment properly.
- Include others – no bullying, teasing, or exclusion.
- Try their best and have fun!

Our staff encourage good behaviour by:

Modelling positive behaviour – being calm, respectful, and encouraging.

Using praise and encouragement to reinforce good choices (we aim to do this more than we address negative behaviour).

Providing opportunities for children to make choices and take responsibility.

Managing Challenging Behaviour

When children struggle to meet expectations, we respond calmly and fairly.

Staff will:

- Remind- Staff will remind the child of expectations in a friendly way.
- Reflect- Children are offered the opportunity to have a 'time out'
- Rebuild- help the child understand why the behaviour was unsafe or unkind and rebuild a relationship with them.

The incident will be recorded if needed to inform parents/carers.

If behaviour continues or becomes unsafe the child's parents/ guardians will be contacted for further support or to send the child home.

Bullying and Discrimination

We have zero tolerance for bullying, harassment, or discrimination of any kind.

This includes physical and verbal behaviour.

All incidents will be investigated promptly and sensitively, following safeguarding procedures where necessary.

Safeguarding

Behaviour concerns may sometimes indicate wider safeguarding issues (e.g. neglect, emotional distress, unmet needs).

All staff are trained to recognise signs of abuse or distress and will follow our Safeguarding Policy should they have any concerns.

Staff Training

All Activate Northants staff receive induction and ongoing training in line with our behaviour policy.

This policy is reviewed annually.

February 2025

Emma Storey