



PMACTIVE Positive Behaviour and Relationships Policy

Purpose

PMACTIVE is committed to creating a safe, welcoming and inclusive environment where all children and young people feel valued, respected and supported. We believe positive relationships are central to children's wellbeing, confidence and enjoyment of activities. Our approach focuses on understanding children, promoting positive behaviour and supporting children to develop respectful relationships with others.

At PMACTIVE, we recognise that behaviour is a form of communication. Children and young people may communicate their feelings, needs, worries or experiences through their behaviour. Staff will respond with understanding, consistency and support, while maintaining clear boundaries to ensure everyone feels safe.

We aim to create an environment where children and young people:

- Feel safe, included and listened to.
- Are treated fairly and with respect.
- Understand expectations and boundaries.
- Develop confidence, empathy and positive relationships.
- Are supported to manage emotions and resolve difficulties.

This policy applies to all children, young people, staff, volunteers, parents/carers and visitors involved with PMACTIVE.

Promoting Positive Relationships

Positive relationships are at the heart of PMACTIVE's approach. Staff will build relationships with children and young people by:

- Getting to know each child as an individual.
- Showing kindness, patience and respect.
- Listening to children and valuing their views.
- Encouraging teamwork, cooperation and friendship.
- Recognising and celebrating positive behaviour.
- Supporting children to develop confidence and independence.
- Modelling positive communication and problem-solving.

Staff understand that children have different experiences, personalities and needs. We will provide support that enables every child to participate and feel a sense of belonging.

Respectful Behaviour and Inclusion

PMACTive expects everyone to contribute to a positive and respectful environment.

Children and young people are encouraged to:

- Treat others with kindness and respect.
- Listen to others and value different opinions.
- Include others in activities.
- Use appropriate language.
- Respect personal space, belongings and equipment.
- Follow reasonable instructions from staff.

PMACTive does not tolerate behaviour that causes harm, distress, exclusion or fear.

This includes:

- Physical aggression.
- Threatening or intimidating behaviour.
- Swearing or abusive language.
- Deliberate damage to property.
- Bullying or harassment.
- Discriminatory behaviour.

We recognise that some children may require additional support due to age, development, SEND, communication needs or personal circumstances. Staff will consider individual needs when supporting behaviour.

Understanding Behaviour as Communication

PMACTive recognises that behaviour can be a way for children and young people to express feelings or communicate needs.

When responding to behaviour, staff will consider:

- What may have caused the behaviour.
- Whether the child is communicating a need or concern.
- The child's age and stage of development.
- Any additional needs or circumstances that may affect behaviour.
- Staff will use positive approaches, including:
 - Remaining calm and consistent.
 - Listening and talking with the child.
 - Helping children identify emotions.
 - Supporting children to understand the impact of their actions.

- Teaching strategies for managing feelings and resolving conflict.
- Behaviour concerns will be addressed while ensuring children are treated with dignity and respect.

Bullying and Harassment

PMActive is committed to providing an environment where children and young people are protected from bullying and harassment.

Bullying is: “The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or online.”

Bullying may include:

- Physical bullying
- Hitting, pushing, kicking or causing physical harm.
- Verbal bullying
- Name calling.
- Threats.
- Insults.
- Spreading rumours.
- Emotional or social bullying
- Deliberate exclusion.
- Humiliation.
- Intimidation.
- Manipulation.
- Online bullying
- Harmful messages.
- Online harassment.
- Sharing inappropriate images or information.
- Sexual bullying
- Unwanted sexual comments.
- Sexualised behaviour or contact.

Bullying and harassment are never acceptable and will always be taken seriously.

Discriminatory Behaviour

PMActive promotes equality, diversity and inclusion and expects everyone to treat others with respect.

Discriminatory behaviour includes bullying, harassment or unfair treatment related to:

- Race or ethnicity.

- Religion or belief.
- Disability or additional needs.
- Gender identity.
- Sexual orientation.
- Age.
- Appearance.
- Personal circumstances.

Staff will challenge discriminatory language or behaviour appropriately and support children to understand why such behaviour is harmful. Any discriminatory incident will be recorded and reviewed. Where concerns indicate a safeguarding risk, they will be managed in line with PMACTive's Safeguarding Children Policy.

Responding to Incidents

When behaviour concerns, bullying or incidents occur, PMACTive staff will respond fairly, calmly and consistently.

Staff will:

- Ensure everyone's immediate safety.
- Listen to those involved.
- Establish what has happened.
- Support children to reflect on their behaviour.
- Encourage responsibility and repair of relationships where appropriate.
- Record significant incidents.
- Inform parents/carers where appropriate.
- Monitor and review any ongoing concerns.

Responses will take into account the circumstances, age and needs of the child. PMACTive does not use physical punishment, humiliation or degrading treatment. Physical intervention will only be used where necessary to prevent serious harm and will be managed in line with safeguarding procedures.

Supporting Children Affected by Bullying

Children who experience bullying will be listened to, supported and reassured that their concerns are taken seriously.

PMACTive will:

- Provide opportunities for children to talk about their experiences.
- Help children feel safe and included.
- Agree appropriate actions to prevent further incidents.
- Monitor wellbeing and relationships.
- Work with parents/carers where appropriate.

Children displaying bullying behaviour will also receive support to:

- Understand the impact of their actions.
- Develop empathy and positive relationship skills.
- Learn appropriate ways to manage conflict.

Working with Parents and Carers

PMActive recognises the importance of working in partnership with parents/carers.

Where concerns arise, we will:

- Communicate openly and respectfully.
- Share relevant information about incidents.
- Work together to support positive outcomes.
- Consider individual circumstances and needs.
- Encourage parents/carers to raise concerns promptly.

Parents/carers should not approach another child or family directly regarding incidents.

PMActive will manage concerns fairly and support all children involved.

Recording and Monitoring

PMActive records significant behaviour, bullying, harassment and discriminatory incidents.

Staff and volunteers must use PMActive's approved incident forms to record significant incidents. Where necessary, staff or volunteers may also be asked to provide a separate written account of what they saw, heard or did during the incident to support the incident record.

All staff and volunteers involved in an incident must complete the relevant documentation as soon as reasonably practicable while the details are fresh and accurate. Where more than one member of staff or volunteer has been involved in, or witnessed, an incident, PMActive Management may require more than one incident form or individual written account to be completed. This will be determined by PMActive Management based on the circumstances of the incident.

Records should be factual, objective and avoid assumptions or personal opinions. Where possible, records should include:

- Date and time of the incident.
- Location.
- Names of those involved.
- What was observed or reported.
- Actions taken.
- Any injuries, damage or immediate risks.
- Whether parents or carers were informed.
- Any follow-up action required.

- Any safeguarding concerns identified.

Incident records will be stored securely and managed in accordance with PMAActive's **Data Protection, GDPR and Confidentiality Policy**. PMAActive Management will monitor incident records to identify patterns, repeated concerns, safeguarding issues, training needs or changes required to risk assessments, activities or support arrangements.

Learning from incidents will be used to improve PMAActive's practice and help reduce the likelihood of similar incidents occurring in the future.

Staff & Volunteer Responsibilities

All PMAActive staff and volunteers are responsible for:

- Building positive relationships with children.
- Promoting inclusion and respect.
- Modelling appropriate behaviour.
- Recognising behaviour as communication.
- Challenging unacceptable behaviour.
- Reporting safeguarding concerns.
- Following this policy consistently.

Related Policies

This policy should be read alongside:

- Safeguarding Children Policy
- Equality, Diversity and Inclusion Policy
- SEND and Inclusion Policy
- Complaints Policy
- Online Safety Policy
- Health and Safety Policy

Policy Review

This policy will be reviewed annually or sooner if there are changes to legislation, safeguarding guidance, organisational structure or working practices.

Policy Reviews:

Policy Written: April 2024

Reviewed: September 2025

Reviewed: September 2026