



## **ARK AEP Behaviour Policy - September 2025**

### **1. Introduction**

At ARK AEP, we are committed to creating a safe, inclusive, and supportive environment where every learner can thrive. Our Behaviour Policy is grounded in our core values and a trauma-informed approach that recognises the individual needs and experiences of our learners.

### **2. ARK AEP Values**

We are guided by the following core values, which shape our culture and expectations:

- Acceptance – We embrace each learner’s individuality and background.
- Respect – We treat everyone with dignity and fairness.
- Kindness – We foster a caring and compassionate community.
- Aspirations – We encourage ambition and a belief in personal success.
- Empathy – We seek to understand and support one another.
- Positivity – We promote a hopeful and solution-focused mindset.

### **3. Trauma-Informed Support**

We understand that many of our learners have experienced trauma. All staff are trained to:

- Recognise the signs of trauma.
- Respond with empathy and consistency.
- Build trusting, supportive relationships.
- Create predictable routines and safe spaces.
- Use restorative and relational approaches to behaviour.

### **4. Staff Commitment**

All staff at ARK AEP are committed to:

- Building trusting relationships with learners.
- Modelling respectful and positive behaviour.
- Applying behaviour strategies fairly and consistently.
- Supporting learners' emotional and behavioural development.

### **5. Behaviour Expectations**

Learners are expected to:

- Attend regularly and punctually.
- Engage positively in learning.
- Follow instructions respectfully.
- Use appropriate language and behaviour.
- Respect others and the learning environment.

Staff are expected to:

- Provide clear boundaries and expectations.
- Recognise and reward positive behaviour.
- Intervene early and supportively when challenges arise.

### **6. Zero Tolerance**

ARK AEP has a zero tolerance policy for:

- Substance misuse on or around the premises.
- Threats or acts of violence towards learners, staff, or visitors.

These behaviours will result in immediate review and may lead to the termination of placement.

### **7. Behaviour Support Strategies**

- Positive reinforcement and praise.
- Individual behaviour support plans.
- Restorative conversations and reflection.
- Mentoring and emotional coaching.
- Family and multi-agency collaboration.

## **8. Termination of Placement**

Management reserves the right to terminate a placement where:

- The learner's needs cannot be safely or effectively met.
- There is a risk to the safety of learners, staff, or visitors.
- Persistent breaches of the Behaviour Policy occur despite support.

## **9. Monitoring and Review**

Behaviour is monitored regularly to ensure early intervention and support. This policy is reviewed annually in consultation with staff, learners, and families.