



Positive Culture and Behaviour Policy- September 2026

ARK Alternative Education Provision (ARK AEP)

Policy owner: ARK AEP Senior Team

Applies to: Learners, staff, visitors, commissioned providers, families and partner agencies

Review cycle: Annually, or sooner if statutory guidance, local arrangements or organisational needs change

Website: www.arkaep.co.uk¹

1. Introduction

At ARK AEP, we are committed to creating a safe, inclusive and supportive environment where every learner can thrive. This Positive Culture and Behaviour Policy explains how ARK AEP promotes positive behaviour, develops self-awareness and supports learners to make safe, respectful and constructive choices. It reflects ARK AEP's belief that positive

¹ [ARK Alternative Education Provision 2025/2026](#)

behaviour is taught, modelled, practised and reinforced through trusting relationships, clear routines, high expectations and consistent adult support.²

2. Purpose and Scope

This policy applies to all learners accessing onsite, remote or blended learning with ARK AEP, and to all adults working with or on behalf of the provision. It aims to promote positive behaviour choices, respectful relationships, readiness to learn, emotional regulation, restorative practice, partnership with families and agencies, and a culture where safeguarding, inclusion and wellbeing underpin every interaction.

3. ARK AEP Values and Culture

ARK AEP's culture is shaped by the values of Acceptance, Respect, Kindness, Aspirations, Empathy and Positivity. These values guide how staff model behaviour, how learners are supported and how concerns are addressed. ARK AEP recognises the strategic and moral importance of creating a positive behaviour culture where learners feel safe, valued, celebrated and ready to learn.³

- **Acceptance:** We embrace each learner's individuality, background and learning journey.
- **Respect:** We treat ourselves, others and the environment with dignity and fairness.
- **Kindness:** We build a caring community where people are supported and encouraged.
- **Aspirations:** We promote ambition, confidence and belief in successful futures.
- **Empathy:** We seek to understand behaviour, need and experience before responding.
- **Positivity:** We use solution-focused language and celebrate progress.

4. Trauma-Informed and Relational Practice

ARK AEP recognises that many learners may have experienced trauma and that behaviour can be a form of communication. Staff therefore respond with empathy, consistency and curiosity. Adults build trusting relationships, use predictable routines, create safe spaces

² [ARK AEP Behaviour Policy](#)

³ [ARK AEP Behaviour Policy](#)

and apply restorative and relational approaches to help learners regulate, reflect, repair harm and re-engage with learning.⁴

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, and work with staff to reflect, repair and improve when things go wrong. Staff are expected to provide clear boundaries, model positive and respectful behaviour, recognise and reward progress, intervene early, and apply support strategies fairly and consistently.

6. Promoting Positive Behaviour

Positive behaviour is promoted through consistent routines, calm adult responses, clear expectations, purposeful learning, positive reinforcement, praise, mentoring, emotional coaching, personalised support and opportunities for learners to experience success. Staff use restorative conversations, reflection activities and individual behaviour support plans where appropriate. ARK AEP works closely with families, commissioning providers and external agencies to ensure that support is joined up and responsive to each learner's needs.

7. Responding to Behaviour Concerns

When behaviour causes concern, staff will respond calmly, proportionately and consistently. Responses may include reminder of expectations, regulation time, restorative conversation, reflection work, contact with parents or carers, review of risk assessments or support plans, involvement of the commissioning provider, multi-agency discussion, temporary adjustments to timetable or learning location, and review of placement suitability where necessary. The aim is always to keep everyone safe, understand need, repair relationships and support the learner to make positive changes.

8. Serious Incidents and Zero Tolerance

ARK AEP has zero tolerance for substance misuse on or around the premises, and for threats or acts of violence towards learners, staff or visitors. Such incidents will result in

⁴ [ARK AEP Behaviour Policy](#)

immediate review and may lead to termination of placement. Any response will consider safeguarding duties, the safety of the community, the learner's needs, any reasonable adjustments, the views of relevant professionals and the information available at the time.⁵

9. Safeguarding, SEND and Equality

Safeguarding underpins all behaviour practice at ARK AEP. Staff will consider whether behaviour may indicate unmet need, harm, exploitation, emotional distress, bullying, online risk, attendance concern or a wider safeguarding issue. The policy will be applied in line with ARK AEP's safeguarding arrangements, the Equality Act 2010 and duties relating to learners with special educational needs and disabilities. Reasonable adjustments will be considered where appropriate, while maintaining safety and clear expectations for all.

10. Partnership with Families, Providers and Agencies

ARK AEP works closely with families, providers and external services, with the learner at the heart of its work. Behaviour support is most effective when expectations, strategies and communication are shared. ARK AEP will liaise with parents and carers, commissioning providers, schools, local authorities and other professionals to agree support, review progress, manage transition and promote positive outcomes.⁶

11. Placement Review and Termination

Management reserves the right to terminate a placement where a learner's needs cannot be safely or effectively met, where there is a risk to the safety of learners, staff or visitors, or where persistent breaches of the Behaviour Policy occur despite support. Before any decision is made, ARK AEP will consider available evidence, safeguarding needs, support provided, risk assessment, family and provider communication, reasonable adjustments and any professional advice. Where a placement ends, ARK AEP will support appropriate communication and transition planning wherever possible.⁷

12. Monitoring and Review

Behaviour, culture and learner support will be monitored regularly to identify patterns, recognise progress, intervene early and improve practice. This policy will be reviewed

⁵ [ARK AEP Behaviour Policy](#)

⁶ [ARK Alternative Education Provision 2025/2026](#)

⁷ [ARK AEP Behaviour Policy](#)

annually in consultation with staff, learners, families and relevant partners, or sooner if statutory guidance, safeguarding arrangements or organisational needs change.

Date created-1.9.26

Review date- 1.9.27

Created by Kay Walton