



G&T Events Ltd (trading as Future Survival)

Behaviour Management

This is a core policy that forms part of the induction for all staff. It is a requirement that all members of staff have access to this policy and sign to say they have read and understood its contents.

Date written: 2nd June 2025

Date of last update: 2nd June 2025

Date agreed and ratified by: 3rd June 2025, Mr G Broadbent, Director

Date of next full review: 1st June 2026

This policy will be reviewed at least annually and/or following any updates to national and local guidance and procedures.

At Future Survival, we are committed to creating a welcoming, supportive, and structured environment where all children and young people can enjoy activities safely. Our behaviour management approach is proactive, consistent, and rooted in respect, empathy, and inclusion.

Aims

- Promote positive behaviour through encouragement and praise.
- Prevent behavioural incidents through structure, supervision, and engagement.
- Respond to behaviour calmly, fairly, and proportionately.
- Support children in understanding boundaries and taking responsibility for their actions.

Core Strategies

1. Clear Expectations

- Rules are explained at the start of each session or activity.
- Expectations are age-appropriate and positively framed.
- Visual prompts or hand signals may be used for non-verbal communication where needed.

2. Positive Reinforcement

- Praise, encouragement, and rewards (e.g. stickers, shout-outs, privileges) reinforce good behaviour.
- Staff focus on recognising and rewarding positive actions.

3. Consistent Boundaries

- Clear and fair consequences are in place for inappropriate behaviour.
- All staff are expected to apply rules consistently across sessions and teams.

4. De-escalation Techniques

Staff are trained to:

- Speak calmly and clearly.
- Offer choices or distraction.
- Remove the audience if needed.
- Allow the child time to regulate their emotions.

5. Time to Reflect

Where behaviour persists or escalates, the child may be removed from the activity for a short, supervised break to reflect and reset.

Immediate Safety Concerns – Staff Protocol

If a staff member is unable to de-escalate a child's behaviour or the behaviour presents a **safety risk to themselves, the child, or others**, they must:

- **Immediately call for support via radio** and request the assistance of a **senior staff member**.
- Avoid physical confrontation unless absolutely necessary for safety and only use approved techniques.
- Stay calm and maintain a safe distance while waiting for help.

Senior staff will assess the situation and take appropriate action, which may include:

- Removing the child from the activity;
- Engaging the Designated Safeguarding Lead (DSL);
- Contacting the parent/carer for early collection if necessary.

Working with Parents/Carers

- Persistent or serious behavioural issues are discussed with parents/carers to identify causes and agree on support strategies.
- Where appropriate, an **Individual Behaviour Support Plan** will be created.

Inclusive Support

We recognise that behaviour may be influenced by:

- SEND
- Emotional, social, or sensory needs
- Neurodiversity or trauma

Staff will make reasonable adjustments (e.g. visual schedules, sensory breaks, quiet zones) to meet individual needs.

Unacceptable Behaviour

Includes but is not limited to:

- Aggressive behaviour (e.g. hitting, biting, throwing items)
- Verbal abuse or swearing
- Intentional damage to equipment or property
- Bullying or exclusion of others
- Unsafe or defiant behaviour during structured activities

Escalation Procedure

1. **Verbal Reminder** – Positive redirection and reminder of expectations.
2. **Second Warning** – Behaviour flagged again, and clear consequences given.
3. **Time Away** – Short, supervised break from the group.
4. **Parent Contact** – Summary of incident shared with parent/carer.
5. **Further Action** – Depending on severity:
 - Temporary exclusion from a session;
 - Requirement for 1:1 support;
 - Permanent exclusion in extreme or repeated cases.

Physical Intervention (Use of Reasonable Force)

In line with the Department for Education's advice, staff **may use reasonable force** to:

- Prevent a participant from hurting themselves or others.
- Prevent serious damage to property.
- Remove a disruptive individual from an area when they have refused to follow an instruction to do so.

Reasonable force means using no more force than necessary. It may involve:

- Blocking a person's path or guiding them by the arm.
- Holding or restraining in more serious situations (e.g., breaking up a fight).

Force will never be used as a punishment.

All staff involved in physical intervention will:

- Use only techniques they have been trained in.
- Act in a way that minimises risk of injury.
- Record and report the incident as soon as possible.

Parents/carers will be informed if physical intervention has been necessary.

Safeguarding and Special Considerations

- Our approach to behaviour is rooted in safeguarding. Staff remain vigilant for signs of abuse or neglect and follow safeguarding procedures if any concerns arise.
- Reasonable adjustments will be made for children and young people with additional needs, SEND, or other vulnerabilities.

- Children known to present high behavioural needs may require an individual support plan agreed in advance with parents/carers

Acceptable Use and Appropriate Online Behaviour

To ensure the safety and wellbeing of all young people and staff, **G&T Events Ltd (trading as Future Survival)** requires all users to follow our acceptable use expectations when using any digital device, system, or online platform provided or accessed on-site.

All young people are expected to:

- Only use digital devices (including tablets, computers, or consoles) under **direct supervision** of staff.
- **Follow staff instructions** when accessing specific websites, platforms, or apps for structured activities.
- **Never attempt to access** websites, programs, or content not authorised by staff.
- **Never send, share, or upload** any messages, images, or videos that are hurtful, offensive, or inappropriate.
- **Treat all equipment with respect** and report any issues or misuse immediately.
- Understand that all online activity within the setting is **monitored and recorded**.
- **Not use personal mobile phones, smart watches, or devices** during sessions.

Online behaviour must reflect the same standards as in-person behaviour. This includes:

- Being respectful to others during online games or digital interactions.
- Not using threatening, aggressive, or discriminatory language.
- Not engaging in cyberbullying, harassment, or online pranks.
- Following our photo and media consent rules at all times.

Inappropriate online behaviour will be addressed seriously and may result in sanctions, including removal from activities, contact with parents/carers, or referral to external agencies if necessary.

All online safety concerns will be referred to the Designated Safeguarding Lead (DSL) or Deputy DSL, and appropriate action will be taken in line with our safeguarding and child protection policies.