



Positive Behaviour Management Policy

Policy	Positive Behaviour Management Policy
Organisation	Elevated Up CIC, Unit 2 Winster Grove, Birmingham, West Midlands, B44 9EG (Company No. 16143711)
Version	1.0
Approved by	Board of Directors
Date approved	June 2026
Date of next review	June 2027
Policy owner	Designated Safeguarding Lead

1. Our approach

Elevated Up CIC creates safe, positive sessions where everyone can take part and enjoy themselves. We manage behaviour in a calm, fair and respectful way that builds confidence rather than shames anyone.

2. What we expect

- Respect for yourself, others and the space.
- Kindness, encouragement and good teamwork.
- Following reasonable instructions that keep everyone safe.

3. How we encourage positive behaviour

We set clear, simple expectations, praise effort and good behaviour, build strong relationships, and design sessions that are engaging and achievable for different abilities.

4. Managing challenging behaviour

1. We stay calm and try to understand what is behind the behaviour.
2. We use gentle reminders, redirection and time to reset.
3. We never use physical punishment, shouting, or humiliating or degrading treatment.
4. We work with parents, carers and, where relevant, schools to support the young person.

5. Supporting neurodiverse and disabled participants

We adapt our approach to individual needs, offering quiet spaces, clear routines and extra support so that everyone can take part. We see behaviour as communication and respond with patience and understanding.



6. Serious incidents

Asking someone to leave a session, or to stop attending, is always a last resort. Any serious incident is recorded, reviewed and, where a child or adult at risk may be at risk of harm, dealt with under our safeguarding policies.

7. Review

This policy is reviewed every year.

Approval

Approved on behalf of the Board of Directors:

A handwritten signature in black ink, appearing to read 'Emma Hobbis', is written over a horizontal line.

Emma Hobbis

Director, Elevated Up CIC

Date approved: June 2026