

 Integra Education North LTD trading as Let's Educate	Behaviour policy including anti-bullying policy	Ref:	EDPOL/24/1
		Issue Date:	May 2026
		Issue:	1
		Revised:	N/A
		Next Review:	May 2027
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Behaviour policy including anti-bullying policy

1. Introduction

Let's Educate is committed to promoting positive behaviour and creating safe, respectful and inclusive learning environments for all children, young people and vulnerable adults.

This policy outlines expectations for behaviour management and the prevention of bullying across all settings where Let's Educate operates, including schools, alternative provision, EOTAS (Education Other Than At School), home settings and community environments.

2. Scope

This policy applies to:

- All Let's Educate staff
- Agency workers and tutors
- Any individual working on behalf of Let's Educate

Across:

- Schools
- Alternative provision
- EOTAS placements
- Home settings
- Community environments

3. Policy Statement

Let's Educate will:

- Promote positive behaviour and mutual respect
- Provide safe environments free from bullying and harm
- Support learners in managing behaviour positively
- Ensure concerns are addressed promptly and appropriately
- Work in partnership with schools, parents, carers and Local Authorities

4. Principles of Positive Behaviour

Behaviour is a form of communication.

Let's Educate expects all staff and tutors to:

- Treat learners with dignity and respect
- Use calm, consistent and professional approaches
- Focus on de-escalation rather than punishment
- Recognise individual needs, including SEND
- Promote independence and self-regulation
- Reinforce positive behaviour

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5. Behaviour Expectations

Learners are expected to:

- Treat others with respect
- Follow instructions appropriate to their ability
- Engage in learning where possible
- Avoid behaviour that may harm themselves or others

Expectations must always be:

- Realistic
- Age-appropriate
- Adapted to individual needs

6. Role of Tutors and Agency Staff

Tutors must:

- Always maintain professional boundaries
- Use positive behaviour strategies
- Avoid confrontation
- Follow the behaviour policy of the setting where applicable
- Report concerns promptly

Tutors must not:

- Use physical punishment
- Use inappropriate language or tone
- Escalate situations unnecessarily
- Act outside their role or training

Tutors support behaviour - they do not replace school behaviour systems

7. Behaviour in EOTAS and Home Settings

In EOTAS or home environments:

- Behaviour support must be adapted to the individual learner
- A responsible adult (18+) must be present
- Tutors must follow risk assessments and safeguarding procedures
- Sessions must not continue if behaviour presents a safety risk

If behaviour escalates:

- Tutors must de-escalate where safe
- Remove themselves if necessary
- Contact Let's Educate immediately

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8. Managing Behaviour

Strategies may include:

- Clear instructions
- Positive reinforcement
- Consistent routines
- Breaking tasks into smaller steps
- Using visual supports
- Allowing processing time
- Redirecting behaviour

Tutors should focus on:

- Prevention
- De-escalation
- Support

9. Physical Intervention

Physical intervention must only be used:

- As a last resort
- To prevent injury
- To prevent serious damage
- To prevent a criminal offence

Any intervention must be:

- Reasonable
- Proportionate
- Necessary

All incidents must be reported immediately.

10. Anti-Bullying Statement

Let's Educate has a zero-tolerance approach to bullying.

Bullying is behaviour that is:

- Repeated
- Intentional
- Causes harm or distress

It may be:

- Physical
- Verbal
- Emotional
- Social

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- Online (cyberbullying)

11. Types of Bullying

Bullying may include:

- Name-calling or insults
- Physical harm or threats
- Exclusion or isolation
- Spreading rumours
- Online harassment
- Prejudice-based bullying (e.g. related to race, disability, gender, religion)

12. Responding to Bullying

All bullying concerns must be taken seriously.

Tutors must:

- Challenge behaviour where appropriate
- Support the learner affected
- Report the concern immediately

In schools:

- Follow the setting's behaviour and safeguarding procedures

In EOTAS:

- Report to Let's Educate
- Inform the responsible adult and commissioning body where required

13. Safeguarding and Behaviour

Behaviour concerns may indicate safeguarding issues.

Staff must consider:

- Underlying needs
- Mental health
- Trauma
- Exploitation
- Abuse

Any safeguarding concern must be reported in line with the Safeguarding Policy.

14. Recording and Reporting

All incidents must be:

- Recorded clearly
- Reported to Let's Educate

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- Reported to the setting or parent/carer where applicable

Records should include:

- What happened
- Who was involved
- Actions taken
- Any concerns

15. Training

Staff and tutors are expected to:

- Understand behaviour management principles
- Be aware of safeguarding links to behaviour
- Complete relevant training where required

16. Policy Review

This policy will be reviewed annually or following:

- Significant incidents
- Legislative changes
- Updates to guidance

17. Legislation and Guidance

This policy aligns with:

- Keeping Children Safe in Education 2025
- Equality Act 2010
- Children Act 1989 and 2004
- DfE Behaviour in Schools guidance

18. Version Control

- Version 1.0 - May 2026 - Initial policy created for EOTAS and external delivery