



Behaviour Policy – 2025–2026

Name of Organisation: Pony Partnerships CIC

Venue/Address: All venues

Date of Review: 1 September 2025

Date of Next Review: 31 August 2026

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1. Purpose & Ethos

At Pony Partnerships CIC, positive behaviour is essential for a safe, respectful, and therapeutic environment. This policy supports our vision and values:

- Inspire and support young people.
- Value and care for each individual.
- Provide opportunities for all.
- Place emotional health and wellbeing first.
- Support clients to work towards their full potential.
- Commit to never giving up on a young person.

Our approach prioritises **positive relationships**, **restorative practice**, and **inclusive support**, recognising that behaviour is a form of communication. We aim to encourage helpful and respectful behaviour while addressing harmful conduct, including all forms of bullying, discrimination, or harassment.

2. Legal & Regulatory Context

This policy is underpinned by:

- **Equality Act 2010** – zero tolerance for discrimination based on protected characteristics.
- **Keeping Children Safe in Education (DfE, 2025)** – safeguarding responsibilities in managing behaviour.
- **BACP Ethical Framework** – respect, dignity, and integrity in therapeutic relationships.

3. Consistency & Expectations

Behaviour and learning are everyone's responsibility. Staff, volunteers, clients, and visitors must work together to maintain a positive culture.

3.1 Staff Commitments

All adults will:

- Model and reinforce respectful behaviours.
- Maintain high expectations and challenge harmful behaviour.
- Praise positive behaviour authentically and appropriately.
- Apply consequences calmly, fairly, and consistently.
- Distinguish between the person and their behaviour, ensuring unconditional positive regard.

3.2 Client Expectations

- Engage with agreed ground rules.
- Show respect to people, animals, and property.
- Contribute to a safe and supportive environment.

Bullying, racism, sexism, discrimination, or cruelty to animals will not be tolerated.

4. Creating Ground Rules

At the start of each programme, clients co-create **group ground rules** with staff support.

- Rules are revisited regularly and displayed prominently.
- Parents/carers/referrers are informed and encouraged to reinforce them.
- Visitors are made aware of the expectations.

5. Consequences & Restorative Practice

Consequences aim to:

- Promote learning and responsibility.
- Preserve relationships.
- Support positive change.

Approach:

- Restorative conversations used wherever possible.
- Criticism of behaviour given privately.
- Exclusion is a last resort, authorised only by the Manager and Lead Therapist, and for the shortest duration possible.
- A “fresh start” is encouraged after consequences are completed.

6. Recording & Monitoring

- All behavioural incidents are logged in accordance with safeguarding and data protection policies.
- Serious incidents are escalated immediately to the Manager/Directors and fully documented.
- Behavioural data is monitored regularly to identify patterns and inform interventions.

7. Responding to Serious or Persistent Incidents

- Serious incidents (e.g., violence, possession of prohibited items, safeguarding concerns) are dealt with in line with organisational policies and safeguarding procedures.
- Repeated or significant behavioural concerns may trigger a **programme review** in consultation with the client, parents/carers, and referrers.
- Alternative approaches will be considered to maintain engagement and support success.

8. Staff Support & Training

Pony Partnerships CIC provides ongoing training in:

- Positive behaviour support.
- Restorative approaches.
- De-escalation and conflict resolution.
- Trauma-informed practice.

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9. Review & Communication

- This policy is reviewed annually and shared with staff, clients, parents/carers, referrers, and relevant stakeholders.
- Changes are communicated clearly and promptly.

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