

# Pwynt CIC (t/a STEAMSpace)

## Behaviour Policy

### **Ethos**

At Pwynt CIC (t/a STEAMSpace), we are a nurturing and inclusive community where every learner is valued and supported as their authentic self. We believe that all behaviour is a form of communication and that understanding and connection are the foundation of positive relationships. We do not use sanctions or rewards to control behaviour. Instead, we use empathy, active listening, co-regulation, and restorative conversations to foster understanding and help learners feel safe and respected. The safety and wellbeing of every child, young person, and adult is our highest priority.

### **Principles**

- \* Relationships come first: We believe strong, positive relationships with learners, parents, and carers are key to understanding their needs and behaviours.
- \* Behaviour is communication: We believe that all behaviour is a form of communication, not defiance or disrespect.
- \* Restoration, not punishment: When things go wrong, we seek to understand and repair harm to relationships.
- \* No punishments, no prizes: We do not believe in bribing or punishing learners into compliance.

### **The Pwynt Commitment**

At Pwynt CIC, our staff and volunteers commit to:

- \* Undergoing an Enhanced DBS check before working with children.
- \* Receiving safeguarding training at least every two years.
- \* Following our procedures to report any concerns.
- \* Approaching every situation with curiosity and empathy.
- \* Creating calm, predictable environments that support co-regulation.
- \* Using clear, kind communication and non-judgmental listening.
- \* Supporting learners in identifying and communicating their needs.

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- \* Holding restorative conversations when harm or conflict has occurred.

## **Group Agreements**

Rather than imposing rules, we co-create shared expectations with the group. Our three "rules" are questions we ask ourselves:

- \* Is it kind?
- \* Is it safe?
- \* Is it respectful?

## **Restorative Practice at Pwynt**

When there is distress, conflict, or harm, we use restorative conversations to repair relationships. These are led by staff and guided by questions such as:

- \* What happened?
- \* What were you feeling or needing at the time?
- \* How has this affected others?
- \* What needs to happen to make things right?
- \* What support do you need moving forward?

## **When Things Go Wrong**

We understand that challenging moments are part of learning and growing. If a learner is in distress, we focus on safety, regulation, and connection. Families and young people are part of any decisions or reflections that follow incidents.

## **Supporting Each Other as a Community**

We encourage everyone in the community—adults, students, and families—to support each other through:

- \* Open communication.
- \* Respect for different identities and needs.
- \* Patience and flexibility.

- \* A commitment to repair and growth.

This policy will be reviewed annually to ensure its effectiveness.

Policy Details

- \* Reviewed by: Michael Hughes

- \* Date: August 2025

- \* Company No.: 16237841