

Behaviour Management Policy

Whatcombe Farm Nursery recognises the importance of positive and effective behaviour management strategies in promoting children's welfare, learning and enjoyment. We believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and children are free to develop their play and learning without fear of being hurt or hindered by anyone else.

The aims of our Behaviour Management policy are to help children to:

- Develop a sense of caring and respect for one another.
- Build caring and co-operative relationships with other children and adults.
- Develop a range of social skills and help them learn what constitutes acceptable behaviour.
- Develop confidence, self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

Behaviour management strategies:

Whatcombe Farm Nursery (the Owner/Manager and the staff team) will manage behaviour collectively according to clear, consistent and positive strategies, which seek to support the development of children's self-regulation. Parents/carers are encouraged to contribute to these strategies, raising concerns or suggestions.

Behaviour management in Whatcombe Farm Nursery will be structured around the following principles:

- Staff and children will work together to establish a clear set of 'golden rules' governing all behaviour in Whatcombe Farm Nursery. These will be periodically reviewed so that new children have a say in how the rules of Whatcombe Farm Nursery operates.

- Whatcombe Farm Nursery's 'golden rules' will apply equally to all children and staff.

- All positive behaviour such as kindness and a willingness to share will be reinforced with praise and encouragement.

- Negative behaviour will be challenged in a calm but assertive manner. In the first instance, staff will try to re-direct children's energies by offering them alternative and positive options. Staff will be open in stating and explaining non-negotiable issues.

- When dealing with negative behaviour, staff will always communicate in a clear, calm and positive manner.

- Staff will set a positive example to children by behaving in a friendly and tolerant manner themselves, promoting an atmosphere where children and adults respect and value one another.

- Unless seeking to avert immediate danger, staff will not shout. They will never raise their voices in an intentionally threatening way.

- Staff will facilitate regular and open discussions with children about

their behaviour. This will help them to understand the negative aspects

of their behaviour and enable them to have their say and be helped to

think through the causes and effects of their actions.

- Staff will support children to name their emotions and teach strategies for managing big emotions throughout the children's time at nursery

- Staff will work as a team by discussing incidents and resolving to act

collectively and consistently.

- Staff will try to discuss concerns with parents/carers at the earliest

possible opportunity to help identify the causes of negative behaviour and share strategies for dealing with it.

- Children who experience bullying, racism or other unacceptable behaviour

will be given the confidence to speak out.

- Staff will encourage and facilitate mediation between children to try to

resolve conflicts by discussion and negotiation.

- Activities will be varied, well planned and structured, so that children are

not easily bored or distracted.

Bullying

The following includes all forms of bullying, including racial bullying, cyber-bullying, prejudice based bullying and discriminatory bullying.

Whatcombe Farm Nursery values the diversity of our families. Any racist language or bullying of any form from children, staff or volunteers would be recorded on an incident form. The management team are responsible for discussing the incident with parents of any children involved. The local authority would be informed that a racist incident or bullying incident had occurred at nursery at the point of submitting the subsequent early years funding request.

Bullying is defined as "a series of acts intended to hurt another child, committed by a child to gain or to assert greater power over another child" (National Association for the Education of Young Children). This behaviour is unusual in young children and is

different from when a child hurts another child “at random” because they are struggling to cope with their emotions. In circumstances where a child is being repeatedly targeted in a way that suggests the actions are premeditated and consequences understood, both sets of parents will be informed and efforts will be made to support the children and minimize their time together. The bullying behaviour will be closely monitored with ABCC charts, which will be shared with the parents, and reasons for the behaviours will be investigated in order to provide interventions that are appropriate

The Keeping Children Safe in Education (KCSiE) document requires that children are protected from cyber bullying. Within nursery the risk is very low, as the children do not access the internet or online apps/ social media. We acknowledge that this may not be the case at home. We share internet safety information with our parents via a permanent display in our cloakroom, as well as sending out E-Safety advice from Internet Matters at the start of each academic year.

A staff member found to be bullying a child has broken the code of conduct and would be subject to disciplinary procedures.

Dealing with negative behaviour:

Staff will adhere to the Code of Conduct.

Take the child away from the situation, get down to the child’s physical level and talk through what has happened– explain at a level appropriate to the child’s age and stage of development. If appropriate, wait until emotions have calmed, then discuss the incident with the child. Let them know that you are sad or unhappy. After the discussion, invite the child to return to the rest of the group to play, or direct them to another activity. Adult voices will not be raised and children will not be subject to

consequences such as time out. The child exhibiting negative behaviour will be encouraged to make amends.

Wherever negative behaviour occurs, staff will listen to the child or children concerned and hear their reasons for their actions. Staff will then explain to the child or children what was negative about their behaviour and that such actions have consequences for both themselves and for other people.

Staff will make every attempt to ensure that children understand what is being said to them. Children will always be given the opportunity to make amends for their behaviour and, unless it is judged inappropriate, be able to rejoin the activity. If undesirable behaviour occurs repeatedly, a behaviour record sheet (ABCC sheet) will be activated to help identify the reasons for the behaviour. This will be put in place when the behaviour becomes a concern that needs to be shared with parents. The ABCC sheet (which can be found in the SEND folder) will be shared with the parents/carers and if necessary outside help will be sought if the behaviour persists.

Corporal punishment will never be used by any person at Whatcombe Farm Nursery. All staff acknowledge that by using corporal punishment they are committing an offence. Staff must never threaten any punishment which could adversely affect a child's well-being.

The use of physical intervention

Staff will use physical interventions only as a last resort and only then if they have reasonable grounds for believing that immediate action is necessary to prevent a child from significantly injuring themselves or others or to prevent serious damage to property.

Before reaching this stage, staff will have used all possible non-physical actions, such as dialogue and diversion, to deal with negative behaviour. The child or children concerned will be warned verbally that physical intervention will be used if they continue to demonstrate dangerous behavior.

A dialogue will be maintained with the child or children at all times, so that the member of staff can explain what they are doing and why they are doing it. Staff will make every effort to avoid the use of physical interventions if they are alone with the child or children.

Only the minimum force necessary to prevent injury or damage will be applied. For example: by diverting a child or children by gently leading them away by a hand or by an arm around their shoulders, or picking a child up to remove them from the area.

Staff will use physical intervention as an act of care and control and never punishment. Physical interventions will not be used purely to force a child to do what they have been told and where there is no immediate risk to people or property.

As soon as it is safe, the physical intervention should be gradually relaxed to allow the child or children to regain self-control. The force of the physical intervention will be always appropriate to the age, size and strength of the child or children involved. If staff are not confident about their ability to contain a particular situation or type of behaviour, then they must seek support from another member of staff or the owner/manager.

Where a member of staff has had to intervene physically to restrain a child, the owner/manager will be notified. The incident will be recorded on an incident form and discussed with the

parent/carer at the earliest possible opportunity. Any time a child has been restrained will be reported to Ofsted.

Parental Responsibility

Where a child's behaviour continues to put themselves, others, or property at risk parents will be requested to collect them. (Always within half an hour of the phone call being made).

In some circumstances, one-to-one time with an adult may help a child to calm down and support them in managing their behaviour. In this case, the adult and child will always be visible to other members of staff (i.e. a door will always be kept open). Parents or carers will be called to collect their child if this continues to be necessary for longer than 15 minutes. This is necessary for the full functioning of the nursery to be maintained.

Where a parent is unable to collect or cannot be reached by telephone for more than 15 minutes, additional staff will be called in at a cost of £50 for the first 4 hours and £15 for every hour thereafter. This will be added to the following month's invoice.

A Team Around the Child/Family meeting would be offered, and SEND support such as a One Page Profile and/or Unpicking Behaviours forms will be completed alongside the family. These will be used to support the child and family in their subsequent sessions.

Where a child is not coping in nursery, and their behaviour is endangering the wellbeing of children and/or staff, shortened sessions may be arranged, with the aim of making nursery more manageable for the child. Where this is not accepted by parents, and no way forward can be found, the child's place will be terminated without notice. The safety of our children and staff is

paramount and nobody should face a likelihood of being injured by attending nursery.

Where there is a reduction in hours and behaviour management strategies are not working for a child, their place will be terminated, on the basis that our nursery is not the right setting for their requirements. (This can happen if children are overwhelmed by the presence of peers etc).

Biting

The staff at Whatcombe Farm Nursery acknowledge that children sometimes go through a phase of biting as part of their normal development. This is distressing for all parties involved and the following procedure is designed to work in partnership with the parents affected in order to minimise biting incidents.

When a child is bitten, they will be instantly comforted and any first aid required will be administered. An incident form will be filled out and shared with the child's parents. The child who bit will never be named when reporting the incident to the bitten child's parents. If their skin has been broken parents will be informed immediately by telephone, as professional medical attention should be sought in case preventative antibiotics are required. Otherwise parents will be informed upon collecting their child. The incident will be discussed with the bitten child to prevent them from copying the behaviour in future.

Our behaviour policy as outlined above in the "dealing with negative behaviour" section will be followed in dealing with the child who has bitten. The trigger for their biting behaviour will be looked into by staff through the use of an ABCC form. This will be discussed with parents so that both parties can consider this. The situation leading to their frustration will be avoided and the child will be supported to use alternative means to express

their frustration, depending on their age and stage of development and their individual needs.

Acknowledging positive behaviour

Whatcombe Farm Nursery believes that verbal praise is an important factor in creating positive atmospheres which will promote positive behaviour. Staff will acknowledge children's positive behaviour according to their age and stage of development e.g. "Wow, well done," smiles, thumbs up, clapping. All staff recognise the importance of acknowledging positive behaviour in children – this will encourage the children to grow in confidence and self-esteem. Children should be acknowledged for achieving the smallest of tasks even when it follows an episode of negative behaviour.

All staff at Whatcombe Farm Nursery have a collective responsibility for the welfare of all children. Children will not be made to feel intimidated by staff. Staff will acknowledge that all children are individuals and will encourage them to be independent and voice their opinion and in doing so will not view children's behaviour as challenging.

This Policy links to the Safeguarding & Welfare Requirements:
Managing Behaviour : 3.53, 3.54
This Policy links to the EYFS overarching principles: A Unique
Child
Safeguarding and Welfare: 3.2

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Date policy was updated	July 2026
Date of review	July 2027