



Safeguarding and Welfare Requirement: Managing behaviour

Providers are responsible for managing children's behaviour in an appropriate way.

7.1 Promoting Positive Behaviour

Policy Statement

At Impact Montessori Nursery, we believe that children thrive when their personal, social and emotional needs are understood, supported and met. We provide clear, consistent and developmentally appropriate boundaries that help children learn to manage their emotions, understand the impact of their behaviour and develop positive relationships with others.

We recognise that behaviour is a form of communication. When children experience difficulties with behaviour, staff will seek to understand the underlying reasons and identify any factors that may be contributing to the behaviour.

Our approach is based on positive relationships, encouragement, modelling appropriate behaviour, emotional support and helping children develop self-regulation. We do not use physical punishment, humiliation, shouting, or practices such as "time out" or a "naughty chair".

Where behaviour is persistent or causes concern, we work in partnership with parents/carers and, where appropriate, seek advice and support from relevant professionals.

Our Approach

Staff will:

- Model calm, respectful and positive behaviour at all times.
- Establish clear and consistent boundaries appropriate to children's age and stage of development.
- Use positive language and explain expectations clearly.
- Recognise and praise children's positive behaviour, effort and progress.
- Help children identify and express their feelings appropriately.
- Support children to develop self-regulation and problem-solving skills.
- Consider children's individual needs, including additional needs, communication difficulties and developmental differences.
- Work closely with parents/carers to ensure consistency between home and nursery.
- Record and monitor significant or repeated incidents appropriately.
- Seek additional professional advice where this is necessary to support a child's needs.

Supporting Children with Behavioural Difficulties

When a child is experiencing difficulties with their behaviour, staff will first consider possible contributing factors. These may include:

- Changes at home or within the child's family.
- Tiredness, hunger or illness.
- Communication or language difficulties.
- Additional needs or developmental differences.
- Difficulty managing emotions.
- Changes to routines or the nursery environment.
- Difficulties with friendships or sharing.
- Sensory needs or other environmental factors.

The child's key person will work with the manager and, where appropriate, the SENCO to identify suitable strategies.

Where necessary, an individual behaviour support plan will be developed with the child's parents/carers. This will identify the behaviour, possible triggers, strategies to support the child and how progress will be monitored.

Managing Conflict and Challenging Behaviour

When children are involved in conflict or become distressed, staff will:

1. Remain calm and ensure everyone is safe.
2. Intervene promptly if a child is at risk of hurting themselves or another person.
3. Acknowledge the children's feelings.
4. Give children appropriate time and support to regain control.
5. Help children understand what has happened.
6. Encourage children, where developmentally appropriate, to find solutions and repair relationships.
7. Provide reassurance and support before returning to normal activities.

Staff will not label children as "naughty", "bad" or "difficult".

Monitoring Behaviour

Where behaviour is repeated or causes concern, the key person will:

- Record significant incidents appropriately.
- Identify patterns or possible triggers.
- Discuss concerns with the manager and/or SENCO.
- Work with parents/carers to understand the child's needs.
- Agree appropriate strategies and review their effectiveness.
- Seek specialist advice where appropriate.

Where a child's behaviour indicates a possible safeguarding concern, staff will follow the nursery's **Safeguarding and Child Protection Policy**.

Use of Rewards and Sanctions

We aim to help children develop an internal understanding of appropriate behaviour rather than relying on rewards or fear of sanctions.

We may use specific praise and encouragement to recognise positive behaviour and effort. Rewards will not be used in a way that humiliates, excludes or disadvantages a child.

Staff must never:

- Use physical punishment.
- Shout at, threaten or intimidate a child.
- Humiliate or ridicule a child.
- Label a child negatively.
- Deliberately withhold food, drink or essential care.
- Use "naughty chairs" or punitive isolation.
- Use physical intervention as a form of punishment.

A child may be supported away from a situation where this is necessary to help them calm down or to maintain safety. An adult will remain available to support and supervise the child.

Physical Intervention

Physical intervention will only be used where it is necessary and reasonable to prevent a child from:

- Injuring themselves.
- Injuring another person.
- Causing serious damage to property.

Staff will always use the minimum force necessary and for the shortest possible time.

Any physical intervention will be:

- Reported to the manager.
- Recorded promptly.
- Reported to the child's parents/carers on the same day.
- Reviewed to identify whether additional support or risk assessment is required.

Physical punishment is strictly prohibited.

Aggression or Harm Between Children

If a child hurts another child, staff will intervene immediately and calmly to ensure everyone's safety.

Staff will:

- Comfort and support the child who has been hurt.
- Support the child who displayed the behaviour to understand what happened.
- Inform parents/carers where the incident is significant or requires further discussion.
- Record the incident appropriately.
- Consider whether additional strategies or a risk assessment are required.
- Monitor for repeated patterns of behaviour.

Where there are safeguarding concerns, staff will follow the nursery's Safeguarding and Child Protection Policy and seek advice from the designated safeguarding lead where appropriate.

Behaviour That May Be Linked to Additional Needs

We recognise that some behaviours may be linked to a child's developmental stage, communication needs, disability, sensory needs or other additional needs.

We will make reasonable adjustments where appropriate and work with parents/carers and relevant professionals to ensure the child is appropriately supported.

Where necessary, the SENCO will coordinate additional support and referrals in line with the nursery's **Special Educational Needs and Disability (SEND) Policy**.

Unacceptable Behaviour by Adults

Impact Montessori Nursery expects all adults to behave respectfully towards children, families, staff and visitors.

Discriminatory, abusive, threatening or intimidating behaviour will not be tolerated.

This includes behaviour or comments relating to:

- Race or ethnicity.
- Religion or belief.
- Disability.
- Sex or gender.
- Sexual orientation.
- Age.
- Pregnancy or maternity.
- Gender reassignment.
- Nationality or cultural background.

Where an adult behaves inappropriately, the manager will address the matter and take appropriate action in accordance with nursery procedures.

Where a member of staff is involved, the matter may be managed through the nursery's disciplinary and safeguarding procedures.

Where behaviour presents an immediate risk to children, families or staff, the nursery may ask the individual to leave the premises and, where necessary, contact the police.

Staff Training and Support

Staff will receive appropriate guidance and training to support positive behaviour and children's emotional development.

The manager will ensure that staff understand:

- The nursery's behaviour expectations.
- Positive behaviour strategies.
- Safeguarding responsibilities.

- Supporting children's emotional regulation.
- The importance of consistency.
- When additional advice or support should be sought.

The effectiveness of behaviour strategies will be reviewed regularly.

Working in Partnership with Parents and Professionals

Parents/carers are encouraged to share information about changes or circumstances that may affect their child's behaviour.

Where concerns arise, staff will work collaboratively with parents/carers to agree appropriate strategies and monitor progress.

Where appropriate, we may seek advice from relevant professionals or agencies, with parental involvement and consent where required.

If behaviour is associated with concerns about a child's welfare or possible abuse or neglect, safeguarding procedures will take priority.

Confidentiality and Record Keeping

Records relating to significant incidents, behaviour support plans and interventions will be maintained appropriately and stored securely.

Information will only be shared with those who need it for safeguarding, care, education or professional support, in accordance with our confidentiality and data protection procedures.

Policy Review

This policy will be reviewed regularly to ensure that it remains consistent with current Early Years Foundation Stage requirements, safeguarding guidance and good practice.

This policy was adopted by: Impact Montessori Nursery

Date adopted: _____

Date to be reviewed: _____

Signed on behalf of the provider: _____

Name of signatory: _____

Role of signatory: Nursery Manager