GEMS TINEY HOME NURSERY

HOME FROM HOME CHILDCARE

Behaviour Management Policy

Policy statement

At Gems tiney Home Nursery, we help children develop positive relationships, communicate their needs and gradually learn to manage feelings and behaviour. Our approach is warm, consistent and suited to each child's age, development and individual needs. We prioritise everyone's safety and emotional wellbeing.

Gemma is responsible for ensuring behaviour is supported appropriately. Employed and volunteer assistants follow this policy and receive guidance through induction, supervision and discussion of practice. This policy reflects the current EYFS statutory framework for childminders and should be read alongside our safeguarding, anti-bullying, inclusion and accident policies.

Understanding behaviour

Young children are still developing language, impulse control and emotional regulation. Behaviour may communicate frustration, tiredness, hunger, sensory overload, pain, anxiety or a need for connection. We look for the reason behind behaviour and avoid labels such as naughty or difficult.

We consider communication differences, special educational needs and disabilities, cultural context and changes at home. Support and expectations are adapted to the individual child. Different support may be needed to help children participate safely and successfully.

Promoting positive relationships

Adults model calm, respectful behaviour and help children recognise feelings, ask for help and practise turn-taking. We use specific encouragement to acknowledge effort,

kindness and progress, without comparing children or making affection and care conditional on behaviour.

Predictable routines, engaging activities, sufficient resources and supportive transitions help prevent avoidable difficulties. Visual prompts, now-and-next support, movement opportunities and quiet spaces are used where helpful.

Boundaries are clear, simple and consistent. Adults explain what children can do, offer manageable choices and give time to respond. Children are involved in simple discussions about safety and kindness as their understanding develops.

Responding when a child is overwhelmed

Adults remain calm, stay available and help the child feel safe before expecting them to reflect or problem-solve. We acknowledge feelings while setting a clear limit on unsafe actions, for example: I can see you are upset. I will not let you hit.

Strategies include reassurance, reducing demands or stimulation, distraction, redirection, offering choices and helping the child communicate. A calm space may be offered with appropriate adult support; children are not isolated or left distressed as punishment.

Once calm, children are helped to understand what happened and practise an alternative response. We support repairing relationships when appropriate, without forcing apologies, forgiveness or physical affection.

Keeping everyone safe

We intervene promptly if a child may hurt themselves or someone else. We protect and comfort anyone who has been hurt, provide first aid as needed and maintain safe supervision of the group.

Biting, hitting, pushing and snatching are addressed calmly and considered in their developmental context. Persistent patterns are recorded and reviewed so that support, supervision and the environment can be adjusted. Injuries and treatment are recorded under the Accident and Injury Policy.

Prohibited responses

We never give or threaten corporal punishment, or use punishment that could negatively affect a child's wellbeing. Shouting at, humiliating, frightening, ridiculing or shaming a child is not an acceptable behaviour strategy.

Food, drinks, sleep, comfort, toileting and other essential care are never withheld as a consequence. We do not use seclusion, punitive isolation or restraints as routine behaviour management. All adults living, working or regularly in contact with children at the premises are expected to respect these safeguards.

Physical intervention

Physical intervention means using reasonable force to prevent injury or damage to property. It is not used to punish a child, secure routine compliance or for adult convenience. We first use safer alternatives where possible.

Any physical intervention must be lawful, necessary and proportionate. In line with the EYFS, it may be used to avert immediate danger of personal injury, or to manage behaviour only if absolutely necessary. Only the minimum force for the shortest time needed is used, with the child's safety, breathing, dignity and individual needs protected. Once the danger has passed, the intervention stops and reassurance is provided.

Every occasion of physical intervention is recorded, including what led to it, alternatives attempted where possible, why it was necessary, what was done, duration, adults involved, the child's response, any injury and follow-up action. Parents are informed on the same day, or as soon as reasonably practicable. Gemma reviews the incident and support plan; safeguarding or serious-incident procedures are followed where relevant.

Working with families and additional support

Parents are kept informed about their child's wellbeing, progress and significant concerns. We share factual observations sensitively, listen to the family's perspective and agree supportive approaches without blaming the child or family.

Where difficulties persist, we agree an individual support plan with clear strategies and a review date. We consider patterns, triggers, communication, the environment and reasonable adjustments, and seek professional advice where needed with consent where appropriate.

Support plans and records are kept confidential and shared only as necessary for care, safeguarding or legal duties. Information about other children is protected. Behaviour that may indicate abuse or neglect is managed under safeguarding procedures without delay.

Review and staff support

Gemma ensures assistants have the guidance and support needed to respond safely and consistently. Training needs are reviewed, especially where a child requires additional support or an incident identifies a gap.

This policy is reviewed annually, or sooner after a significant incident or change in EYFS requirements, tiney guidance or local procedures. Feedback from families, staff and relevant professionals informs improvements. Reference: current EYFS childminder framework, particularly supporting and understanding children's behaviour and recording physical intervention.

Policy owner: Gemma Bayley
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Next review due: November 2027