



Policy Date: 01/09/2026

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Policy Statement

At Ringle Rainbow Nursery, we believe children flourish when they feel safe, secure, respected and understood. Caring adults model respectful behaviour, value each child's individuality and support children to develop self-regulation, empathy, confidence and positive relationships. Boundaries are clear, consistent, age-appropriate and designed to protect children while allowing them to explore, learn and express themselves.

This policy reflects the Statutory Framework for the Early Years Foundation Stage (EYFS) for group and school-based providers effective 1 September 2026 and Working Together to Safeguard Children 2026. Ringle Rainbow Nursery also has regard to Keeping Children Safe in Education (KCSIE) 2026 as supplementary safeguarding good-practice guidance.

We aim to:

- Recognise each child as an individual and understand that behaviour is often a form of communication.
- Support children to develop self-regulation, emotional literacy, empathy and consideration for others in ways appropriate to their age and stage of development.
- Maintain clear, consistent and developmentally appropriate boundaries that support safety, care and respect.
- Ensure staff are positive role models and respond calmly, consistently and respectfully.
- Work openly and constructively with parents/carers.
- Recognise that some behaviours, including biting, hitting and difficulty sharing, may occur as part of early development while still responding appropriately to protect others.
- Promote inclusion and make reasonable adjustments for children with SEND, developmental differences, communication needs, sensory needs or medical needs.
- Promote British values in an age-appropriate way, including mutual respect and tolerance, individual liberty, democracy and the rule of law.
- Use observation and professional reflection to understand triggers, unmet needs and environmental factors rather than relying on punishment.

Behaviour Lead and Staff Responsibilities

Charlotte Baldock has overall responsibility for supporting positive behaviour practice, working with the nursery SENCO arrangements, the Nursery Manager and the safeguarding team. The behaviour lead will support staff with concerns, keep practice under review, help coordinate individual strategies and seek relevant professional advice where appropriate. All staff share responsibility for implementing this policy consistently. Staff will consider the child's age, development, communication, SEND, family circumstances, experiences and the context in which behaviour occurs.

Supporting Positive Behaviour

Nursery expectations focus on safety, care and respect and are kept to a minimum. Children will be involved in developing and understanding expectations where this is appropriate to their age and stage.

Staff will use positive approaches including modelling, praise and encouragement, co-regulation, distraction or redirection, clear choices, visual support, predictable routines, changes to the environment and support to identify and express feelings.

Children will not be labelled as 'naughty', humiliated, shamed, isolated as a punishment or required to apologise when they do not developmentally understand the meaning of an



apology. Staff will make clear that is unsafe or unacceptable,

Staff will not shout at children except where a raised voice is immediately necessary to prevent danger.

that it is the behaviour or action not the child.

Behaviour That Causes Harm or Distress

Where a child bites, hits, kicks, pushes, uses discriminatory language or otherwise causes harm or distress, staff will first ensure everyone is safe and comfort the child who has been hurt or upset. The child displaying the behaviour will be supported calmly to regulate and, when ready and developmentally able, helped to understand what happened and develop safer ways to communicate or respond.

Staff will avoid requiring a child to discuss an incident while they are highly dysregulated.

Support will focus on co-regulation first and reflection afterwards where appropriate.

Parents/carers will be informed of significant or recurring incidents involving their child.

Information about other children will remain confidential.

Physical Intervention

Ringle Rainbow Nursery will never give or threaten corporal punishment and will not use punishment that could negatively affect a child's wellbeing.

Physical intervention will only be used where it is necessary and proportionate to avert immediate danger of personal injury to the child or another person, or where otherwise permitted by the EYFS to manage behaviour when absolutely necessary. It will never be used as punishment or for staff convenience.

Any intervention will use the minimum reasonable force for the shortest necessary time. Staff will take account of the child's age, size, development, SEND, communication, medical needs and any known individual risks.

Every occasion on which physical intervention is used will be recorded, including the circumstances and action taken. Parents/carers will be informed on the same day, or as soon as reasonably practicable, in accordance with the EYFS.

Where a child is known to present recurring risks, an individual support/risk-management plan may be agreed with parents/carers and relevant professionals. Such a plan supports safer practice but does not provide blanket consent for restraint. Any physical intervention must still be necessary and proportionate in the circumstances at the time.

Persistent or Concerning Behaviour and SEND

Persistent behaviour that challenges will be explored through observation, discussion with parents/carers and consideration of the child's communication, development, environment, sensory needs, wellbeing and any additional needs.

Where appropriate, the nursery will develop an individual behaviour/support plan and risk assessment identifying triggers, early warning signs, preventative strategies and agreed responses. Support will be coordinated with the nursery's SEND and Inclusion procedures and external professionals may be involved with parental knowledge or consent where appropriate.

A child will not be excluded from opportunities simply because of SEND or behaviour arising from an identified need. Reasonable adjustments will be considered and the child's safety and the safety of others will remain central.

Anti-bullying, Prejudice and Discriminatory Behaviour

The nursery does not tolerate bullying, prejudice or discriminatory behaviour. Staff recognise, however, that very young children are still developing empathy, impulse control, language and



social understanding, and not physical act constitutes

every repeated conflict or deliberate bullying.

Staff will intervene in harmful behaviour, support all children involved, challenge discriminatory language or actions in an age-appropriate way and work with families where patterns emerge. Children will be helped to understand difference, respect others and develop non-aggressive ways to resolve conflict.

Safeguarding

Behaviour may communicate distress, trauma, abuse, neglect, exploitation, domestic abuse, unmet emotional needs or other safeguarding concerns. Staff must remain professionally curious and must not assume that concerning behaviour is simply 'bad behaviour'.

The Designated Safeguarding Lead (DSL) is Jack Nash. Deputy DSLs are Charlotte Baldock and Penny Reidy. Any behaviour, disclosure, injury, pattern or change that raises a safeguarding concern must be recorded factually and reported to the DSL without delay. The nursery will share information and seek support or make referrals where necessary in line with the EYFS, Working Together to Safeguard Children 2026 and the nursery's Safeguarding and Child Protection Policy.

Where concerns relate to the conduct of a member of staff, the nursery's allegations, low-level concerns and/or whistleblowing procedures will be followed as appropriate.

Recording and Partnership with Parents

Significant behavioural incidents, physical interventions, relevant observations and safeguarding-linked concerns will be recorded securely, including on BabysDays where appropriate, in accordance with the nursery's data-protection and safeguarding procedures. The nursery will work in partnership with parents/carers to understand behaviour and promote consistency where this is in the child's best interests. Parents will be invited to contribute to individual plans and reviews where appropriate.

Monitoring and Review

The Nursery Manager, behaviour lead and safeguarding team will monitor implementation of this policy through supervision, observations, incident review and staff development. Patterns of incidents will be reviewed to identify whether changes to provision, environment, staffing, SEND support or safeguarding action are needed.

This policy will be reviewed annually or sooner following changes to legislation or statutory guidance, a significant incident, or identified changes required to nursery practice.

By: P Reidy