



Behaviour Management Policy

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Bright Sparks believe that children develop best in an ordered environment in which everyone knows what is expected of them and children should be free to develop their play and learning without fear of being hurt or hindered by anyone else.

We will achieve this by ensuring:

Staff are made aware of the behaviour policy during their induction training and all parents/carer's are informed of our behaviour policy when joining the nursery.

This is followed and fully understood by all staff and discussed with all parents.

All staff will ensure the principle of acceptable behaviour is applied consistently, to enable the children to have the security of knowing what to expect and can build useful habits of acceptable behaviour.

Ensuring staff, volunteers and students set good examples by providing a positive role model for the children with regards to friendliness, care and courtesy.

Encouraging responsibility (for example, help with tidying) and reassuring children that they are always valued as individuals, even if their behaviour may sometimes be unacceptable.

Praising and reinforcing good behaviour.

By positively promoting good behaviour, valuing, co-operation and a caring attitude, we hope to ensure that children will develop as responsible members of society.

Promoting positive behaviour management procedures

We have a comprehensive policy which is adhered to by all practitioners.

We ensure that all practitioners are aware of appropriate behaviour, management techniques and will only use physical intervention to prevent personal injury to a child, other children, and/or an adult; to prevent serious damage to property; or in what would reasonably be considered exceptional circumstances. Where physical intervention cannot be avoided, we ensure that minimal force is used, which is applied for the shortest period possible and in such a

way that the child's safety and dignity is protected at all times. We log all such incidents, which are shared with and signed by the parents on the day of occurrence.

We do not use or threaten to use corporal punishment, nor use or threaten any form of punishment which could have an adverse affect on a child's well-being.

Bright Sparks have produced the following statement including bullying which states the method used to manage unacceptable behaviour:

Children need to have set boundaries for their own safety and the safety of their peers.

Physical punishment will not be used and it is important that all staff, students and volunteers understand this. This includes, holding, unless it is necessary to prevent personal injury to the child, other children, an adult or serious damage to the property. Any incident is recorded and the parent informed of the incident on the day.

Techniques intended to single out and humiliate individual children, such as the use of the word naughty, will not be used. However, time-out may be required to reinforce acceptable behaviour, where the child will always be supported during these times.

In the case of unacceptable behaviour, it will always be made clear that it is the behaviour and not the children that are unwelcome at the nursery. Any unacceptable behaviour will be handled depending on the individual child, respecting their levels of understanding and ability, and staff will be made aware that some kind of behaviour may arise from a child's special needs.

At Bright Sparks, we follow a strict no Bullying policy and it is strictly not tolerated. Any child caught bullying will be removed from the situation and their parents/carers will be informed.

The nursery manager or person in charge at the time shall ensure that the parents/carer are fully informed about and support the actions being taken to modify the Child's unacceptable behaviour.

Corporal punishment (slapping, smacking or shaking) will never be acceptable practices and will not be used at Bright Sparks, (or ignored if witnessed or we are made aware about it).

In the event of consistently failing to behave in an acceptable manner, Bright Sparks will attempt to access support from outside agencies to assist them and positively encourage the child. Parents and carers will always be kept fully informed and involved in these situations.

Signed: Mandy Coath June 2025

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