



Behaviour Management Policy

Bijou Day Nursery & Crèche, Cowbridge

Policy owner: Nursery Manager / Rheolwr y Feithrinfa

Version: 2.0

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1. Policy Statement

Bijou Day Nursery & Crèche believes that children flourish best in a calm, consistent, and nurturing environment where boundaries are understood. We support children in learning to manage their own behaviour through positive strategies and mutual respect. Physical punishment is never used. We take a restorative, child-centred approach aligned with the Curriculum for Wales well-being goals.

This policy complies with the Child Minding and Day Care (Wales) Regulations 2010 (Regulation 20 — Behaviour), the National Minimum Standards for Regulated Childcare (2016), the Children Act 1989, the Children Act 2004, the Equality Act 2010, and the United Nations Convention on the Rights of the Child (UNCRC). It also reflects Curriculum for Wales Health & Well-being Area of Learning & Experience.

2. Our Approach

- We recognise that all behaviour is communication — when a child displays challenging behaviour, we seek to understand the underlying cause
- We use positive reinforcement: praise, encouragement, and recognition of good behaviour
- Clear, consistent boundaries are set and explained in age-appropriate language
- Staff model the behaviour we expect — speaking kindly, using manners, and showing respect for others
- We create an environment that minimises frustration and promotes self-regulation (e.g., adequate space, age-appropriate activities, predictable routines)

3. Strategies for Supporting Positive Behaviour

3.1 Preventative

- Consistent daily routines give children a sense of security and predictability
- Transition times are managed carefully with clear warnings and visual cues
- Activities are planned to be engaging, challenging, and developmentally appropriate
- Staff-to-child ratios meet or exceed NMS requirements, ensuring close supervision

3.2 Responsive

- Staff respond to unwanted behaviour calmly and consistently

- The child is spoken to at their level, in a kind but clear tone
- Natural consequences are used where safe and appropriate (e.g., if a toy is thrown, it is removed briefly)
- For younger children, distraction and re-direction are the primary strategies
- Older children are supported to identify their feelings, talk through what happened, and repair any harm (restorative approach)
- 'Time out' or isolation is **never** used as punishment

3.3 Physical Intervention

- Physical intervention (gentle restraint) is used **only** as a last resort to prevent a child from hurting themselves, others, or causing serious damage
- The minimum force necessary is used for the shortest possible time
- Any use of physical intervention is recorded on an incident form, parents are informed on the same day, and the Nursery Manager reviews the incident
- CIW is notified of any significant incident involving physical intervention

4. Children with Additional Behavioural Needs

- If a child persistently displays challenging behaviour, staff work with parents and, where appropriate, external professionals (e.g., health visitor, educational psychologist) to develop an individual behaviour support plan
- Plans are reviewed regularly and adapted as the child develops
- Reasonable adjustments are made in line with the Equality Act 2010 and the Additional Learning Needs and Education Tribunal (Wales) Act 2018

5. Recording & Monitoring

- Significant behavioural incidents are recorded and shared with parents
- Patterns of behaviour are monitored; recurring concerns trigger a review meeting with parents
- Records are stored securely in line with our Data Protection Policy

6. Prohibited Practices

The following are **never** used at Bijou:

- Corporal (physical) punishment of any kind
- Shouting at, threatening, or humiliating a child
- Withholding food, drink, or comfort as punishment
- Isolation or 'time out' as punishment
- Any response that causes pain, fear, or distress

7. Staff Training

- All staff receive training in positive behaviour management during induction
- Annual refresher training is provided
- Additional training is provided as needed (e.g., attachment-aware practice, trauma-informed care)

8. Related Policies

- Promoting Positive Behaviour Policy
- Biting Policy
- Safeguarding & Child Protection Policy
- Inclusion & Equity Policy
- Additional Learning Needs Policy

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