

Innsworth Preschool Behaviour Management Policy

Last Updated: 1st January 2026

1. Purpose and Scope

1.1 Overview: This policy sets out Innsworth Preschool's approach to promoting positive behaviour and managing challenging behaviour.

1.2 Objective: Our primary objective is to protect the safety and wellbeing of all children, staff, and families. We operate a high-supervision environment, particularly within our Farm School, where safety is non-negotiable.

1.3 Alignment: This policy has regard to the EYFS safeguarding and welfare requirements and relevant UK law.

2. Statutory Framework

2.1 Compliance: This policy supports our compliance with relevant UK legislation, specifically:

- The Statutory Framework for the EYFS: Safeguarding and Welfare Requirements. Providers must manage behaviour appropriately and must not use or threaten corporal punishment. Physical intervention may only be used where absolutely necessary.
- The Equality Act 2010: Making reasonable adjustments for children with disabilities.
- Health and Safety at Work etc. Act 1974: Duty to ensure the safety of employees and children.

3. Definitions

3.1 Key Terms: To ensure clarity and consistent practice, we use the following definitions:

- **Challenging Behaviour:** Behaviour that disrupts the learning of others, poses a risk to safety, or is developmentally inappropriate for the child's age/stage.
- **Unacceptable Behaviour:** Behaviours that endanger others (e.g. hitting, biting), deliberate destruction of property, or cruelty to animals.
- **Physical Intervention:** The use of reasonable force to prevent injury or serious property damage.
- **Serious Incident:** An event causing significant harm, requiring medical attention, or a major breach of safety rules.
- **Suspension Pending Assessment:** A temporary pause in attendance to allow for risk assessment and safety planning.
- **Termination of Place:** The permanent ending of the childcare agreement due to unmanageable risk or breakdown of partnership.

4. Core Principles & Staff Approach

4.1 Positive Relationships: We foster a calm, inclusive environment where children are encouraged to develop self-regulation.

4.2 Safeguarding First: Our primary duty is to safeguard all children. We will not tolerate behaviour that compromises the safety of others.

4.3 De-escalation Ladder: Staff follow a structured approach to manage behaviour:

1. **Immediate Safety Response:** Intervene to stop harm.
2. **De-escalation:** Use calm voice, redirection, and "time-in" with an adult.
3. **Repair/Reconnect:** Support the child to regulate and understand impact.
4. **Reflective Follow-Up:** Review triggers and strategies.
5. **Environmental Changes:** Adjust resources, staffing, or routines to reduce risk.
6. **Parent Communication:** Agree a plan if behaviour is repeated.

4.4 Supervision Redeploy: We will increase supervision where needed to manage risk, provided this does not compromise overall safety or legal ratios for other children.

5. Responding to Unacceptable Behaviour

5.1 Unacceptable Behaviours: We do not permit behaviours that endanger others. This includes physical aggression (hitting, biting, kicking), throwing objects, or deliberate or repeated destruction of property.

5.2 Physical Intervention: Physical intervention is an action of last resort.

- **Criteria:** It is used only where absolutely necessary to prevent a child from significantly injuring themselves or others, or from causing serious damage to property.
- **Nature:** It uses the minimum reasonable force, is time-limited, is never a punishment, and stops once the risk has passed.
- **Authorisation:** All staff are authorised to use reasonable force in an emergency to prevent harm. Staff receive annual briefing/refreshers.

5.3 Recording & Notification: Any instance of physical intervention is recorded in the "Physical Intervention Log".

- **Log Fields:** Antecedent, de-escalation attempted, duration, staff involved, child response, any injury, follow-up support, and management review.
- **Parent Notification:** Parents are informed on the same day or as soon as reasonably practicable. Parents are requested to acknowledge receipt of this information (signature not required for consent, but for audit).

6. Graduated Response & SEN Pathway

6.1 Early Support: Where behaviour is persistent, we work with parents to implement an Individual Behaviour Plan (IBP) or Risk Assessment.

6.2 SEND Consideration: Our named SENCO leads the Assess-Plan-Do-Review cycle and coordinates external advice with parental consent.

6.3 Reviewing Placement Safety: If risk remains high despite documented support and reasonable adjustments, we may move to a formal risk review to consider whether we can continue to meet needs safely.

- **Documentation:** This decision must record the reasonable adjustments considered and why they are/are not practicable.

7. Immediate Action & Safety Measures

7.1 The "Sent Home" Protocol (Safety Collection): While we support children through outbursts, we cannot allow repeated harm to others.

- **Trigger:** Parents are required to collect a child due to immediate safety risk if there are objective triggers, such as: two or more significant aggression incidents in a session, any incident causing injury requiring first aid, or an attempt to abscond into a high-risk area.
- **Action:** The parent is contacted to collect the child immediately for the remainder of that day.
- **Post-Collection:** A same-day incident review is conducted to agree control measures for the next attendance.
- **Limit:** If early collection happens more than 3 times in a 6-week period, it triggers a formal Risk Review.

7.2 Suspension for Assessment (Neutral Act): In the event of a serious allegation (e.g. sexualised behaviour or severe violence), the Manager may suspend attendance temporarily.

- **Process:** The DSL is notified immediately. External advice is sought where appropriate. A risk assessment is updated before return.
- **Timeline:** A review/decision will be provided within 5 working days (unless awaiting agency input).

7.3 Termination of Place: If we determine that continued attendance places others at significant unmanageable risk, we will move to terminate the place.

- **Process:** This involves a Decision Note, evidence summary, Equality Act/SEND considerations, and a written outcome. We will support transition arrangements where appropriate.

8. Farm Experience & Animal Safety Protocols

8.1 Legal Duty: Specific rules apply to our Farm Experience curriculum to comply with the Animal Welfare Act 2006 (duty to protect animals from harm).

8.2 Animal Welfare: We treat any behaviour that causes harm or distress to our resident poultry with the utmost seriousness.

8.3 Immediate Removal: If a child hurts an animal, they will be removed from the Farm Zone immediately.

8.4 Exclusion from Farm Activities: If a child continues to pose a risk to animals despite support, they will be excluded from Farm activities.

- **Review:** This exclusion is reviewed every 4 weeks.
- **Alternative:** The child is provided with alternative safe activities that meet curriculum intent.
- **Controls:** We utilise zoning, fencing, and staff positioning to manage risk in the Farm Zone.

9. The Biting & Incident Protocol

9.1 The Procedure: If a bite occurs, the injured child is comforted and treated. The biter is removed from the situation and reminded "No biting, biting hurts".

9.2 Confidentiality: We do not routinely share another child's personal data with third parties. We will share information only where we have a lawful basis and it is necessary and proportionate (e.g. safeguarding).

- **Records:** Parents have access to records about their own child, subject to data protection exemptions and third-party redaction.

9.3 Parent Conduct: Abusive, threatening, or harassing behaviour towards staff is prohibited and triggers the Parent Conduct Ladder.

10. Damage to Property

10.1 Liability: Normal wear and tear and accidental damage will not be charged.

- **Deliberate Damage:** Where damage is deemed deliberate or reckless, we reserve the right to request a financial contribution towards repair or replacement.
- **Process:** This requires a written assessment, photos, invoice evidence, and management approval, consistent with the parent agreement.

11. Behaviour from Parents & Visitors

11.1 Prohibited Conduct: We do not tolerate aggressive, abusive, or disruptive behaviour from any adult.

11.2 Removal Rights: We reserve the right, under our duty of care to staff and as private premises, to remove and ban any person causing a nuisance, disturbance, or risk to safety.

- **Handover:** Where a parent is banned/restricted, the setting will agree safe handover arrangements for the child.

12. Limits to Inclusion (Safety First)

12.1 Reasonable Adjustments: We have duties to take reasonable steps to protect children and staff; adjustments are not reasonable where they create a significant unmanaged safety risk.

12.2 Unmanageable Risk: If a child's behaviour presents an ongoing, unmanageable risk that cannot be safely mitigated, we may determine that we can no longer meet their needs.

13. Decision Recording & Staff Consistency

13.1 Documentation: Any early collection, suspension, or termination is documented with: incident history, controls tried, risk assessment summary, Equality Act/SEND considerations, and review date.

13.2 Consistency: For any child with repeated high-risk incidents, a specific Behaviour Risk Assessment is required, along with daily staff briefings to ensure consistent application of controls.

14. Monitoring and Review

14.1 Review Cycle: This policy is reviewed annually to ensure compliance with the latest EYFS and statutory guidance.

