

Behaviour Management Policy

1. Policy Statement

At Pepperberry Day Nursery, we are committed to creating a safe, caring, and inclusive environment where all children feel valued, respected, and supported. We recognise that positive behaviour is learned and that children require guidance, consistency, and encouragement to develop self-regulation and social skills.

We use a Traffic Light Behaviour Management System to promote positive behaviour in an age-appropriate, fair, and consistent manner. This system supports children to understand expectations, consequences, and the impact of their actions while always maintaining their dignity and emotional wellbeing.

This policy is in line with the Early Years Foundation Stage (EYFS) statutory framework.

2. Aims of the Policy

- To promote positive behaviour and emotional development
- To support children in learning self-control and appropriate behaviour
- To provide clear, consistent expectations for all children
- To ensure behaviour management is handled calmly and respectfully
- To support staff in responding to behaviour in a consistent manner
- To work in partnership with parents and carers

3. Principles

- Behaviour is viewed as a form of communication
- All children are treated fairly, with respect and understanding
- Praise and encouragement are used to reinforce positive behaviour
- Consequences are appropriate to the child's age and stage of development
- Behaviour management strategies are never punitive or humiliating
- Individual needs, including SEND, are always considered

Physical punishment, shouting, or any form of humiliation is strictly prohibited.

4. The Traffic Light Behaviour System

Green – Positive Behaviour

All children begin each session on green.

Green behaviour includes:

- Following simple rules and routines
- Sharing and taking turns
- Using kind hands and words
- Listening to adults
- Playing cooperatively

Staff will:

- Offer frequent praise and encouragement
- Acknowledge positive behaviour verbally
- Reinforce good choices consistently

Amber – Warning / Reminder

Amber is used as an early intervention to remind children of expected behaviour.

Amber behaviour may include:

- Not listening to instructions
- Minor disruption to activities
- Calling out
- Low-level disagreements

Staff will:

- Calmly explain the behaviour concern
- Use clear, age-appropriate language
- Give the child an opportunity to correct their behaviour
- Offer guidance and support to return to green

Red – Consequence / Support

Red is used when inappropriate behaviour continues after an amber warning or when behaviour is unsafe.

Red behaviour may include:

- Hitting, kicking, biting, or pushing
- Throwing objects
- Deliberately hurting others
- Persistent refusal to follow instructions
- Unsafe behaviour

Staff will:

- Remain calm and firm
- Clearly explain why the behaviour is unacceptable
- Implement an appropriate consequence, such as time out for reflection or removal from the activity
- Support the child to calm down and reflect on their behaviour

Time out is used only for reflection, is age-appropriate, short in duration, and always supervised.

5. After a Red Incident

Once the child is calm, staff will:

- Talk with the child about what happened
- Support the child to identify feelings
- Help the child understand expected behaviour
- Encourage positive choices moving forward
- Reassure the child and support a return to green

Children are never labelled or singled out negatively. The focus remains on learning and improvement.

6. Inclusion and Additional Needs

- The behaviour management approach is adapted to meet individual needs
- Children with SEND or emotional regulation difficulties are supported appropriately
- Individual Behaviour Support Plans may be implemented where necessary
- External agencies may be consulted with parental consent

7. Partnership with Parents

We work closely with parents and carers to ensure consistency between home and nursery. Parents are informed of the nursery's behaviour management approach and will be consulted if behaviour concerns persist.

Significant or repeated behaviour incidents will be discussed sensitively and professionally.

8. Staff Responsibilities

All staff are responsible for:

- Following this policy consistently
- Acting as positive role models
- Managing behaviour calmly and respectfully
- Recording significant behaviour incidents when required
- Seeking support from senior staff when necessary

9. Monitoring and Review

This policy is reviewed regularly to ensure it remains effective, inclusive, and in line with current EYFS guidance.

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Created by	Emma Jones (Head of Early Years)