



Behaviour Policy

Our Core Values:

At Penguin Preschool, we promote a warm, inclusive, and safe environment built around our three golden rules:

- **Be Kind**
- **Be Safe**
- **Be Ready**

These values guide our expectations and interactions every day. All staff, children, and families are expected to work together to uphold them.

Policy Aims:

- To create a happy, relaxed atmosphere where children feel secure, confident, and valued.
- To promote positive behaviours through praise, encouragement, and recognition.
- To help children understand and manage big emotions in a safe and supportive way.
- To ensure staff respond to all behaviour in a consistent, developmentally appropriate, and respectful manner.
- To work in partnership with parents and carers to support each child's emotional and behavioural development.

Positive Behaviour Promotion:

How We Encourage Positive Behaviour:

- Using positive reinforcement: praising helpful, kind, or safe behaviour.
- Recognising and celebrating positive actions and attitudes using our Recognition Board, giving children a sense of pride and self-worth.
- Offering clear, consistent boundaries to help children feel safe and understand expectations.
- Providing calm, clear instructions and modelling respectful communication.
- Encouraging children to talk about their feelings and helping them find ways to express themselves safely.

Staff Approach:

- All staff follow the **EYFS Framework** and **Ofsted regulations** on child behaviour and discipline.
- Staff are calm, fair, and consistent, speaking at the child's level and using gentle, age-appropriate language.

- Behaviour is managed with understanding of the child's age, stage of development, and individual circumstances.

Guidance and Support for Challenging Behaviour:

We understand that young children are still learning how to manage their emotions and behaviour. Staff will respond with empathy, offering support and guidance.

Our Strategies Include:

- Redirection to a new toy or activity.
- Distraction to shift focus away from the undesired behaviour.
- Explaining boundaries in simple terms: "We don't hit because it hurts our friends."
- Offering calm-down time in a quiet area with a staff member to talk through feelings.
- Removing a toy if it is being used inappropriately or causing conflict.
- In rare cases where safety is a concern, a child may be taken to the Reflection Area to talk quietly with their key person or the room leader.

We do not use negative language, labels, or any form of humiliation. Children are never isolated as punishment. All interventions are supportive, respectful, and nurturing.

When Behaviour Requires Further Support:

If a child exhibits persistent or concerning behaviour, we will:

- Document the incident on our internal safeguarding system CPOMS.
- Inform the child's parent/carer in detail.
- Work together with the family to agree on consistent strategies.
- Create a Positive Behaviour Plan tailored to the child's needs.
- With parental consent, involve outside agencies (e.g. Early Years SEND or Behaviour Support Services) if needed.

In extreme cases, where a child's behaviour poses a serious or ongoing risk to others:

- The preschool may reduce the child's hours or, as a last resort, request the family to seek alternative provision.
- This will only be done after all support options have been fully explored.

Violence, Discrimination & Bullying:

Zero Tolerance Policy:

We do not tolerate:

- Physical aggression
- Discriminatory language or behaviour (e.g. racism, sexism, homophobic comments)
- Bullying of any form

Children who physically hurt others will:

- Be calmly removed from the situation.
- Have the behaviour addressed one-on-one with a staff member in a quiet space.
- Be helped to understand why the behaviour is unacceptable.
- Be encouraged to think about how to repair the situation (e.g. saying sorry, being gentle).

The child who was hurt will always be comforted first, and staff will ensure they feel safe and supported.

Definition of Bullying:

Bullying is when someone keeps being unkind to another child on purpose, such as using hurtful words, leaving them out, or hurting them with their hands or body. It is not a one-time accident; it happens again and again and makes the other person feel sad or scared.

If bullying is suspected:

- The incident will be recorded on **CPOMS**.
- Parents of all children involved will be informed.
- A plan of support will be put in place to address and stop the behaviour.

Working with Families:

We believe children thrive best when families and preschool staff work together. We will:

- Keep parents informed of any behaviour concerns.
- Share strategies that are used at preschool.
- Involve parents in creating and reviewing any behaviour plans.
- Respect the family's knowledge of their child and take into account cultural, emotional, and developmental contexts.

Monitoring and Review:

This policy is reviewed annually or when there is a significant change in regulation or practice.

Reviewed 17/8/2026 Sarah Fielding