

Bloom Childcare

Behavioural Management Policy

Promoting positive behaviour and emotional wellbeing

Document Register Detail			
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Responsible Person:	Mark Johnson - MD	Status:	Live

1. Policy Statement

Bloom is committed to promoting positive behaviour, emotional wellbeing and social development through consistent, respectful and supportive approaches. We believe that behaviour is a form of communication, that children learn best through positive relationships, and that challenging behaviour should be understood and supported, not punished. All behaviour management strategies are age-appropriate and non-punitive.

2. Scope

This policy applies to all children attending a Bloom setting and to all staff, students and volunteers responsible for their care and supervision.

3. Definitions

Term	Definition
Positive Reinforcement	Encouraging desired behaviour through praise, attention or reward.
Physical Intervention	Reasonable, proportionate and necessary physical contact used only to prevent immediate harm to the child or others.
Behaviour Plan	A personalised written plan describing triggers, strategies and reviews for an individual child.
De-escalation	A set of techniques used to reduce arousal and prevent challenging behaviour escalating.

4. Roles and Responsibilities

Managing Director

- Ensure this policy is compliant and updated annually

Area Manager

- Ensure staff are trained and this policy is adhered to at all times across all settings.

Setting Manager

- Ensure all staff are trained in positive behaviour management.
- Oversee and authorise individual behaviour plans.

All Staff

- Use positive reinforcement consistently.
- Observe, document and review behaviour patterns.
- Work with parents and the SENCo on plans where required.
- Model respectful behaviour at all times.
- Never use shouting, humiliation, physical punishment, or any other prohibited measure under EYFS.

5. Promoting Positive Behaviour

All Staff:

- Use positive reinforcement.
- Praise effort and cooperation.
- Model respectful behaviour.
- Use clear, consistent expectations.

Visual aids and routines are used to support understanding.

6. Managing Challenging Behaviour

When challenging behaviour occurs, staff will:

1. Remain calm and consistent.
2. Ensure the safety of all children.
3. Use redirection and clear language.
4. Offer choices and support self-regulation.

KEY RULE: Shouting, humiliation, or physical punishment is never used. Clearly, corporal punishment is prohibited by the EYFS Statutory Framework, School Standards Act 1998, the Children's Act 2004, and Ofsted Enforcement.

7. Understanding Behaviour

Staff observe and document:

- Triggers.
- Patterns.
- Frequency.
- Context.

This information informs support strategies and may indicate the need for SENCo involvement.

8. Individual Behaviour Support Plans

Where behaviour is persistent:

- A personalised behaviour plan is developed with the key person and SENCo.
- Parents/carers are involved at every stage.
- External professionals may be consulted - with parental consent.
- Plans are reviewed regularly.

9. Physical Intervention

Physical intervention is:

- Used **only** to prevent immediate harm to the child or others.
- A last resort, reasonable and proportionate.
- Recorded and reviewed - parents are informed.

Staff are trained in de-escalation techniques and in the EYFS requirements on reasonable physical intervention.

10. Partnership with Parents

Bloom works in partnership with parents by:

- Sharing concerns early.
- Agreeing consistent strategies.
- Reviewing progress together.

11. Staff Training

Staff receive:

- Behaviour management training at induction.
- SEND-related behaviour support guidance.
- Regular supervision.

12. Linked Policies and Documents

- Safeguarding and Child Protection Policy
- SEND Policy
- Equality & Diversity Policy
- Curriculum & Learning Policy

13. Monitoring and Review

Reviewed annually or following any significant incident or change in EYFS guidance.

14. Policy Approval and Sign-Off

DECLARATION			
Role	Name	Signature	Date
Managing Director / Duty Holder	Mark Johnson		1 st October 2026