

# Kush Montessori Nursery

## Behaviour Management Policy

Ofsted Compliant Updated: February 2026

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### 1. Policy Statement

Kush Montessori Nursery is committed to promoting positive behaviour and supporting children to develop self-regulation, confidence, and respect for others. We recognise that children's behaviour is a form of communication and that all behaviour must be managed in a supportive, fair, and developmentally appropriate manner.

Our approach is underpinned by the Early Years Foundation Stage (EYFS) Statutory Framework and Ofsted expectations, ensuring that all children feel safe, valued, and included.

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### 2. Aims

We aim to:

- Promote positive behaviour and emotional wellbeing
  - Support children to form positive relationships
  - Encourage respect for others, property, and the environment
  - Help children understand boundaries and expectations
  - Support children to manage their feelings appropriately
  - Work in partnership with parents and carers
  - Ensure a consistent approach from all staff
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### 3. Legislative Framework

This policy is guided by:

- Early Years Foundation Stage (EYFS) Statutory Framework
  - Children Act 1989 & 2004
  - Equality Act 2010
  - SEND Code of Practice 2015
  - Keeping Children Safe in Education
  - Ofsted Inspection Framework
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## 4. Named Behaviour Lead

Kush Montessori has a designated Behaviour Management Lead who is responsible for overseeing behaviour support, staff guidance, and external referrals where necessary.

**Behaviour Lead:** Nursery Manager / SENCO

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## 5. Promoting Positive Behaviour

We use positive strategies to encourage good behaviour, including:

- Positive role modelling by staff
- Praise and encouragement
- Stickers, certificates, and reward systems
- Clear and consistent boundaries
- Age-appropriate expectations
- Supporting turn-taking and sharing
- Teaching kindness and empathy
- Providing engaging activities to reduce frustration

Staff recognise and celebrate effort as well as achievement.

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## 6. Supporting Emotional Development

We support children to understand and regulate emotions by:

- Naming feelings (happy, sad, angry, worried)
  - Using visual aids and emotion cards
  - Providing calm spaces
  - Teaching breathing and calming techniques
  - Offering reassurance and comfort
  - Using stories and circle time to explore feelings
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## 7. Managing Challenging Behaviour

When challenging behaviour occurs, staff will:

1. Remain calm and composed
2. Use a gentle, quiet voice
3. Get down to the child's level
4. Explain why the behaviour is not acceptable
5. Redirect to a positive activity
6. Offer choices where appropriate
7. Support problem-solving

We focus on teaching rather than punishing.

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## 8. Strategies We Use

- Distraction and redirection
- Time-in (supporting child with adult)
- Calm down space (not isolation)
- Restorative conversations
- Visual timetables
- Behaviour charts (where appropriate)
- Social stories

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## 9. Strategies We Do NOT Use

Kush Montessori strictly prohibits:

- Physical punishment
- Humiliation or shouting
- Threatening language
- Withholding food or drink
- Physical restraint (unless to prevent harm)

Any necessary physical intervention will follow safeguarding and restraint guidance and be recorded.

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## 10. Biting, Hitting & Physical Behaviour

If a child bites, hits, or kicks:

- The injured child is comforted first
- First aid is administered if required
- The child displaying behaviour is supported to understand impact
- Language such as “kind hands” is used
- Parents of both children are informed
- Incidents are recorded

We maintain confidentiality at all times.

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## 11. Special Educational Needs & Disabilities (SEND)

Where behaviour may be linked to SEND:

- Observations are carried out
  - SENCO involvement is sought
  - Individual Behaviour Plans may be created
  - External professionals may be consulted
  - Reasonable adjustments are implemented
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## **12. Partnership With Parents**

We work closely with parents by:

- Sharing behaviour updates
- Agreeing consistent strategies
- Offering meetings where needed
- Signposting support services

We value parents' insights into their child's needs.

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## **13. Staff Training & Support**

All staff receive training in:

- Behaviour management
- Safeguarding
- Emotional wellbeing
- De-escalation techniques
- SEND awareness

Supervision meetings provide opportunities to discuss behaviour concerns.

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## **14. Recording & Monitoring**

We record:

- Serious incidents
- Repeated behaviours
- Physical interventions
- Parent communications

Records are monitored to identify patterns and support needs.

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## **15. Safeguarding Considerations**

If behaviour raises safeguarding concerns:

- DSL is informed immediately
- Records are completed
- External agencies may be contacted

Behaviour may be a sign of abuse, trauma, or unmet need.

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## 16. Equality & Inclusion

We ensure behaviour management is:

- Non-discriminatory
  - Culturally respectful
  - Inclusive of all abilities
  - Adapted to individual needs
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## 17. Monitoring & Review

This policy will be reviewed annually or sooner if legislation changes or following an incident review.

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**Approved by:** Aisha Idris Mahama

**Position:** Nursery Manager

**Date:** February 2026

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**Next Review Date:** February 2027