



## **JAMmy Tots Nursery – Behaviour & Anti-Bullying Policy**

**Date:** April 2026

**Manager:** Jenene Morgan

**Next Review:** April 2027

### **1. Purpose**

The purpose of this policy is to provide a clear, positive framework for managing children's behaviour at JAMmy Tots Nursery, while preventing bullying and promoting respect, self-discipline, and social responsibility. This policy aligns with:

- EYFS 2025
- KCSIE 2025
- Behaviour and discipline guidance from the Department for Education
- Ofsted Early Years Inspection Handbook

### **2. Scope**

This policy applies to:

- All children attending JAMmy Tots Nursery
- Staff, volunteers, and management
- Parents and carers
- All nursery activities, both on-site and off-site

It covers:

- Positive behaviour management
- Anti-bullying procedures
- Staff, child, and parental responsibilities
- Recording and reporting incidents

### **3. Policy Statement**

JAMmy Tots Nursery is committed to:

- Creating a safe, respectful, and nurturing environment
- Encouraging positive behaviour through praise, rewards, and consistent boundaries



- Preventing and addressing bullying in all forms, including physical, verbal, emotional, and online
- Ensuring all children understand expectations for behaviour and the impact of their actions

#### **4. Roles and Responsibilities**

##### **Manager (Jenene Morgan):**

- Oversees implementation of the policy and monitoring of behaviour incidents
- Provides training and guidance to staff on behaviour management and anti-bullying
- Ensures records of incidents and interventions are maintained

##### **Staff / Key Persons:**

- Model positive behaviour and respect for all
- Reinforce rules, routines, and expectations consistently
- Observe, intervene, and record incidents of inappropriate behaviour
- Support children in resolving conflicts peacefully and developing social skills

##### **Parents / Carers:**

- Support the nursery in promoting positive behaviour
- Communicate openly with staff about concerns or behavioural issues
- Reinforce messages about respect, kindness, and safe interactions at home

#### **5. Positive Behaviour Management**

- Staff focus on encouragement, praise, and reinforcement rather than punishment
- Clear rules and routines are communicated to children in an age-appropriate way
- Strategies include:
  - Praise for positive actions and sharing
  - Use of visual cues and reminders for younger children
  - Redirection or distraction for unwanted behaviour
- Children are encouraged to understand feelings, consequences, and empathy
- Staff will use Emotion training and the Stages of Regulation



## **6. Anti-Bullying Procedures**

- Bullying is any deliberate, repeated behaviour intended to hurt or intimidate
- Forms of bullying include: physical, verbal, emotional, discriminatory, and cyberbullying
- Staff follow procedures:
  - Observe and document incidents
  - Intervene immediately to stop harm
  - Support victims and perpetrators in understanding impact
  - Inform parents and, where necessary, involve external agencies
- A zero-tolerance approach ensures all children feel safe and valued

## **7. Recording and Reporting**

- All incidents of challenging behaviour or bullying are recorded in detail
- Records include: child involved, description of behaviour, staff response, and follow-up actions
- Serious or persistent incidents are reported to the Manager/DSL
- Patterns of behaviour are monitored to implement proactive support

## **8. Supporting Children**

- Children are encouraged to express feelings verbally or through play
- Conflicts are resolved through guided discussion, restorative practice, and empathy-building activities
- Children with additional needs receive tailored behaviour support plans
- Staff liaise with parents, SENCO, or external professionals for ongoing support

## **9. Staff Training and Guidance**

- All staff receive training in positive behaviour management, restorative approaches, and anti-bullying strategies
- Training includes recognising signs of distress, emotional regulation, and safeguarding concerns



- Staff supervision ensures consistent implementation of behaviour expectations

## **10. Monitoring and Review**

- Behaviour and bullying records are reviewed regularly to identify trends and improve strategies
- Policy is reviewed annually or in response to changes in legislation, EYFS guidance, or nursery practice
- Feedback from parents and staff is incorporated into policy updates

## **11. Conclusion**

JAMmy Tots Nursery is committed to fostering a positive, respectful, and safe environment. By promoting good behaviour, preventing bullying, and working closely with children and families, the nursery ensures that every child can learn, play, and thrive safely and confidently.