Springboard Sunderland Trust

Springboard Nursery

Achieving Positive Behaviour

Physical assault and guidance for biting

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Achieving Positive Behaviour	
Category:	Springboard Nursery
Responsible Person:	Jane Waggott
Accountable Person:	Gemma Dunn
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Policy statement

Springboard Nursery is committed to providing a safe, nurturing and inclusive environment where every child feels valued, respected and supported to develop positive relationships with others.

We recognise that children's behaviour is a form of communication and reflects their stage of development, individual needs, experiences and emotions. We believe that all behaviour has meaning and that children learn best when adults respond with warmth, consistency, patience and understanding.

Our approach is based on promoting children's emotional wellbeing, developing secure relationships and teaching positive behaviours rather than simply reacting to unwanted behaviour. Staff support children to recognise and regulate their emotions, develop empathy, build resilience and learn appropriate ways to communicate their needs.

We are committed to:

- promoting positive relationships between children and adults
- supporting children's emotional wellbeing and mental health
- recognising behaviour as communication
- providing consistent boundaries and expectations
- working in partnership with parents and carers
- ensuring every child is treated fairly and with dignity
- meeting the individual needs of children, including those with Special Educational Needs and Disabilities (SEND)
- promoting equality, diversity and inclusion
- ensuring behaviour support is always developmentally appropriate.

Physical punishment, humiliation, intimidation or degrading treatment are never used at Springboard Nursery.

Legislative Framework

This policy should be read alongside:

- **Statutory Framework for the Early Years Foundation Stage (EYFS) (2024)**
- **Children Act 1989 and 2004**

- **Equality Act 2010**
- **SEND Code of Practice (2015)**
- **Working Together to Safeguard Children (2023)**
- **Human Rights Act 1998**
- **Health and Safety at Work Act 1974**
- **Springboard Nursery Safeguarding and Child Protection Policy**
- **SEND Policy**
- **First Aid Policy**
- **Health and Safety Policy**

Responsibilities

The Nursery Manager and Deputy Manager are responsible for overseeing the implementation of this policy and ensuring that positive behaviour strategies are consistently applied throughout the nursery.

They will:

- ensure staff understand current legislation and guidance
- provide regular training on positive behaviour support
- monitor behaviour records and identify patterns
- support staff in managing behaviours that may require additional intervention
- work alongside parents and external professionals where appropriate
- ensure risk assessments are completed where required
- review behaviour support plans regularly.

All staff; students and volunteers are expected to:

- provide positive role models
- treat every child with kindness, respect and empathy
- build secure relationships with children
- respond calmly and consistently to behaviour

- use positive language and restorative approaches
- always maintain children's dignity
- work closely with parents and carers
- record significant behaviour incidents accurately
- seek support from senior staff where necessary.

Promoting Positive Behaviour

Positive behaviour is encouraged through:

- warm, secure and trusting relationships
- consistent routines
- clear and realistic expectations
- praise and encouragement
- recognising children's achievements
- supporting emotional literacy
- helping children solve problems
- providing stimulating learning experiences
- ensuring resources are accessible and sufficient
- supporting turn-taking and sharing
- modelling respectful behaviour.

Staff recognise that children require repeated opportunities to practise social skills and that learning appropriate behaviour takes time.

Adults support children by:

- acknowledging feelings
- naming emotions
- helping children understand consequences
- encouraging problem solving
- modelling respectful communication
- supporting children to repair relationships where appropriate.

Children are never made to feel ashamed or labelled because of their behaviour.

Behaviour That Communicates a Need

At Springboard Nursery we recognise that behaviours of concern often communicate an unmet need.

Possible reasons may include:

- frustration
- tiredness
- hunger
- anxiety
- sensory needs
- communication difficulties
- changes at home
- separation anxiety
- developmental differences
- medical needs
- unmet emotional needs.

Rather than asking "What is wrong with this child?" staff consider:

"What is this child trying to tell us?"

Where behaviours become frequent or concerning, staff will:

- observe patterns using ABC (Antecedent, Behaviour, Consequence) observations
- discuss concerns with parents
- review the child's environment
- adapt routines where appropriate
- consider whether additional support or referrals are needed
- develop an individual behaviour support plan if appropriate.

Supporting Children with SEND

Some children may experience difficulties regulating their emotions because of additional needs.

Behaviour may be linked to:

- Autism
- ADHD
- Speech, Language and Communication Needs
- sensory processing differences
- developmental delay
- social communication differences
- learning disabilities.

Staff will make reasonable adjustments in accordance with the Equality Act 2010 and work closely with parents, the SENCO and external professionals to ensure children receive appropriate support.

Children will never be disadvantaged because of their individual needs.

Guidance for Physical Assault and Biting

Understanding Biting

Biting is a common behaviour in babies and young children and is usually a normal stage of development rather than deliberate aggression. Children may bite because they are:

- unable to communicate their needs effectively
- frustrated or overwhelmed
- exploring cause and effect
- teething
- tired or hungry
- seeking sensory input
- experiencing changes in routine or home life
- unable to regulate their emotions.

At Springboard Nursery, we respond calmly and consistently to incidents of biting. Our priority is to ensure the safety and wellbeing of all children while supporting the child who has bitten to develop more appropriate ways of expressing themselves.

Children are never labelled as "biters" or made to feel ashamed.

Preventing Biting Incidents

Where a child has bitten on more than one occasion, staff will work proactively to reduce the likelihood of further incidents.

Strategies may include:

- close supervision during identified high-risk times
- ensuring the child remains engaged in meaningful play
- reducing waiting times and transitions where possible
- identifying triggers through observation
- supporting communication using words, signs or visual prompts
- providing sensory opportunities where appropriate
- ensuring adequate rest and snack times
- reinforcing positive interactions with peers
- providing additional emotional support from the child's key person.

The Nursery Manager may complete an individual risk assessment and behaviour support plan where appropriate.

Responding to a Biting Incident

Staff will:

1. Respond immediately and calmly.

2. Separate the children safely.
3. Comfort and reassure the child who has been bitten.
4. Administer appropriate first aid.
5. Support the child who has bitten to understand what happened using language appropriate to their stage of development.
6. Avoid lengthy discussions, punishment or shaming.
7. Record the incident.
8. Inform parents of both children on the same day.
9. Monitor for repeated incidents and review strategies where necessary.

Confidentiality will always be maintained. Parents will never be informed of another child's identity.

First Aid Following a Bite

All bite injuries will be treated promptly in accordance with the Nursery First Aid Policy.

Staff will:

- wash the area thoroughly using running water and soap
- allow minor wounds to bleed naturally if appropriate
- apply a cold compress where required
- cover broken skin with a suitable sterile dressing
- monitor the injury for signs of infection
- seek medical advice where the skin has been broken or where there are concerns about the injury.

Where skin has been broken, parents will be advised to seek medical assessment as soon as possible.

An accident record will be completed.

Recording Incidents

All significant behaviour incidents, including biting and physical assault, will be recorded accurately.

Records should include:

- date and time
- location
- children involved
- factual description of the incident
- possible triggers
- action taken
- first aid administered
- staff involved
- parents informed
- follow-up actions required.

Behaviour records will be reviewed regularly to identify patterns and evaluate the effectiveness of support strategies.

Partnership with Parents

Springboard Nursery believes that positive outcomes are achieved when parents and staff work together.

Parents will be:

- informed promptly of significant behaviour incidents involving their child
- involved in developing behaviour support strategies where appropriate
- encouraged to share relevant information from home
- kept updated regarding progress
- treated respectfully and confidentially.

Where additional support is required, parents will be involved in discussions regarding referrals to other professionals.

Physical Intervention

The safety of children and adults is our highest priority.

Staff always use positive behaviour support strategies and only use physical intervention as a last resort where it is necessary to:

- prevent injury to a child or adult
- prevent serious damage to property
- prevent a child from placing themselves at significant risk.

Any intervention will always be:

- reasonable
- proportionate
- necessary
- for the shortest possible time
- the least restrictive option available.

Following any physical intervention:

- the child will be supported to regain emotional regulation
- parents will be informed on the same day
- an incident record will be completed
- the incident will be reviewed by the Nursery Manager.

Physical intervention is never used as a punishment.

Supporting Behaviour That Challenges

Children sometimes display behaviours that may be distressing or challenging to others.

Staff respond by:

- remaining calm
- ensuring everyone is safe
- acknowledging feelings
- helping children regulate their emotions
- supporting children to solve problems
- modelling respectful behaviour
- rebuilding positive relationships following incidents.

Staff avoid:

- shouting
- humiliation
- threats
- punishment
- isolation
- negative labelling.

Children are supported to understand the impact of their behaviour while maintaining their dignity and self-esteem.

Rough and Tumble Play

Springboard Nursery recognises that energetic play forms an important part of children's development.

Staff distinguish between:

- imaginative play
- superhero play
- rough and tumble play
- behaviour intended to cause harm.

Adults supervise this play carefully, helping children understand safe boundaries and respect for others.

Where play becomes unsafe, staff intervene calmly and help children modify their play appropriately.

Hurtful Behaviour

Young children sometimes hit, kick, push or hurt others because they have not yet developed the skills needed to regulate strong emotions.

Staff will:

- comfort the child who has been hurt
- help the other child understand what happened
- encourage empathy
- support emotional regulation
- teach alternative ways to communicate feelings.

Children are encouraged—but never forced—to apologise when they genuinely understand the impact of their behaviour.

Bullying

Bullying is intentional, repeated behaviour designed to cause harm or distress.

Whilst true bullying is uncommon in the early years, any concerns will be taken seriously.

Where bullying behaviour is identified, staff will:

- intervene immediately
- support the child who has been harmed
- help the child displaying bullying behaviour understand the impact of their actions
- work closely with parents
- implement an appropriate support plan
- monitor the situation closely.

Children will never be labelled as "bullies".

Monitoring and Review

This policy will be monitored through:

- observations of practice
- behaviour records
- accident and incident records
- discussions with staff
- parental feedback
- supervision sessions
- annual policy review.

The Nursery Manager is responsible for ensuring that this policy remains compliant with current legislation and reflects best practice guidance.

This policy was adopted at	Springboard Nursery
Date:	27/07/2026
Date to be reviewed	09/08/2027
Signed by the manager	JWaggott
Signed by the signatory	SReay
Name of signatory	Steve Reay
Role of signatory	Chief Executive