Positive Behaviour Management Policy

Last reviewed: Thursday 12th November 2026

This policy applies to all our early years activities across our locations and is based on the statutory EYFS framework for group and school-based providers, effective from September

Principles

At Douce France, we support every child with care and kindness, providing a safe and reassuring environment, familiar routines and age-appropriate activities. We also help children understand and manage their emotions. We understand that children often express their feelings and needs through their behaviour. We always consider the child's developmental stage, alongside any needs we have been made aware of in terms of SEND, disability, language, sensory needs and trauma.

Everyday practice

Staff must:

- model respectful language
- teach feelings and problem-solving
- offer choices
- use visual cues and positive reinforcement
- adapt the environment
- engage parents and the child's key person in consistent plans.

The Camp Manager must:

- allow time during the morning and afternoon staff meetings for team members to raise and discuss any behaviour difficulties or concerns involving the children.

Distress and conflict

In the case of distress or conflict between children, staff must:

- keep everyone safe
- calmly separate children where necessary
- comfort those affected
- support reconciliation without humiliation

Staff must never use corporal punishment, threats, deprivation of food or discriminatory responses.

Any physical intervention is a last resort solely to prevent immediate harm, must be proportionate, documented and communicated according to policy and law.

Persistent concerns

If there are persistent concerns about behaviour, staff must:

- observe patterns and triggers
- consult the SENCO/DSL as appropriate
- agree individual support strategies
- review their impact

Reminder : safeguarding concerns follow the safeguarding policy, not solely behaviour procedures.

Oversight

The directors must:

- train staff or ensure they have accessed external training
- monitor incidents
- review practice for fairness and inclusion