



## Positive Behaviour and Physical Intervention Policy (January 2026)

### Mission

Minibugs Positive Behaviour and Physical Intervention Policy is in place to ensure that children who display behaviour that challenges are treated with the upmost care, respect and attention. Minibugs will adopt an approach that puts the child's personal, social and emotional development at the centre of the actions taken, whilst ensuring that the environment remains safe for the child and for others. The approach should be in partnership with parents/carers and all members of the nursery team.

### What is behaviour that challenges?

Minibugs defines "behaviour that challenges" as behaviour that is disruptive and persistent. It can put the child or others around the child at risk.

### Parent Partnerships

Minibugs understands that behaviour is a form of communication. Whilst staff will respond to behaviour that challenges it is important that both staff and parent/carers work together to understand the potential reasons for the behaviour, as understanding this will ensure children are supported more effectively.

Together staff and parent/carers will meet to discuss observations made of the child to develop an understanding of the behaviours noted and put supporting strategies in place.

Minibugs ask that parent/carers support Minibugs' approach to managing behaviour that challenges by also being consistent with the agreed strategies in the home environment.

Minibugs values the fact that every child is unique and recognises that there may be occasions where external professional advice and guidance will be needed to better support the child and their family. The management team will work with the parent/carers to gain permission to complete any appropriate referrals needed to ensure that staff supporting a child with behaviour that challenges are implementing the most effective strategies.

### Road to accessing Minibugs

Minibugs acknowledges that in some cases there may be a waiting list for the relevant professional to assess and provide support for the child and nursery. In these circumstances Minibugs may deem it necessary to create a plan, that may include actions such as amended session lengths or times, to allow the nursery to safely meet the needs of the child and others present. In these circumstances Minibugs will review the plan regularly in a bid to return to the original session profile at the earliest opportunity.



## Physical Intervention

Physical intervention is a strategy that can be used to support a child with behaviour that challenges where physical action is required to ensure the safety of themselves and others.

This can include mechanical and environmental factors such as an additional baby gate.

## Restrictive Physical Intervention

The term “Restrictive physical intervention” is defined as: “direct physical contact between persons where reasonable force is positively applied against resistance, either to restrict movement or mobility or to disengage from harmful behaviour displayed by an individual.”. Restrictive physical intervention will be used in the context of managing behaviour that challenges.

Minibugs will use restrictive physical intervention in extreme circumstances where:

- it forms part of a managing behaviour plan that has been put in place by the nursery together with the parent/carers.
- there is a significant situation where the child is at risk of harm or harming others.

Should there be any restrictive physical intervention, parent/carers will be notified immediately and where appropriate may need to collect their child.

## Non-Compliance

If a parent/carer does not support the nursery in gaining help and advice from outside agencies, Minibugs reserves the right to terminate the parent/carer’s contract with immediate effect and will no longer provide care for their child.