

Little VIPs Nursery Behaviour Policy



LOWTHER ENDOWED SCHOOL
& LITTLE VIPs DAY CARE



Introduction

At Little VIPs Day care, we believe that children flourish best when they feel safe, secure and cared for within a warm, home-from-home environment. Our practitioners act as positive role models, showing children respect and valuing their individual personalities. We support children through co-regulation, where adults and children work together to find calm, resolve upsets and return to emotional balance, leading to the development of independent self-regulation over time. We actively promote British Values and encourage positive, caring and polite behaviour, helping children develop respect for themselves, for others and for their environment. This policy applies to all children, staff, parents and visitors and reflects the principles of the EYFS.

Aims

Our aim is to create an environment where positive behaviour is understood, encouraged and celebrated. We aim to build strong, respectful relationships between adults and children; help children develop self-control; support them in making thoughtful choices; and ensure that the nursery remains a calm, safe and supportive environment for learning. We value close partnership with parents so that children experience consistent and fair behaviour expectations at home and at nursery.

Guiding Principles

At Little VIPs, all children are treated with fairness and respect. We believe that positive behaviour is encouraged most successfully through praise, encouragement and warm, consistent guidance. Expectations and boundaries are explained in age-appropriate ways, and we always take into account each child's individual stage of development, needs and personal circumstances. Staff address behaviour calmly and constructively, offering clear explanations and support. Consistency across the team ensures that children know what to expect and feel secure within our routines.

Promoting Positive Behaviour

Positive behaviour is promoted through high-quality interactions, modelling and encouragement. Staff model polite, respectful behaviour and positive language at all times. We support children to share, take turns, cooperate and express their feelings verbally rather than physically. Whenever possible, children are encouraged to begin solving small conflicts independently, with adults offering gentle support to help them build social and problem-solving skills. Daily routines, clear boundaries and visual cues help children understand what is expected of them. Our nurturing environment, both indoors and outdoors, enables children to build independence, curiosity and emotional confidence.

Managing Challenging Behaviour

When children display behaviour that is unwanted or challenging, staff respond calmly and sensitively, offering explanations that match the child's level of understanding. We explain why a behaviour is not acceptable, help children find alternatives and re-direct them where necessary. We use short, positive instructions to guide behaviour. Persistent or concerning behaviour is discussed with parents so that we can work together to support the child. Staff never use physical punishment, humiliation or shouting. Instead, we apply developmentally appropriate strategies consistently across the team to give children a clear sense of safety and security.

Recording and Monitoring Behaviour

Significant incidents are recorded on Family, and staff monitor patterns of behaviour to identify whether certain triggers or factors are contributing. This allows us to adapt our practice or environment where needed. Parents are informed of any serious or repeated behaviour issues, and staff regularly review strategies to ensure they remain effective.

Inclusion and Special Educational Needs & Disabilities (SEND)

Some children may require additional support to understand and manage their behaviour. We work closely with the SENDCo, parents and external professionals to ensure that children with additional needs receive consistent guidance that is tailored to their individual circumstances. All children are supported with empathy and respect.

Bullying and Aggression

Bullying or aggressive behaviour is not tolerated at Little VIPs. Although we recognise that some physical behaviours are normal for young children, staff intervene immediately if behaviour may cause harm. Children involved are supported with comfort, explanations and guidance. Parents are informed as appropriate. Through modelling and discussion, we help children learn about kindness, empathy and peaceful conflict resolution, ensuring they understand that their actions affect others.

Staff Responsibilities

All staff are responsible for implementing this policy consistently and professionally. They model positive behaviour, use co-regulation strategies and reflect on their own responses when supporting children. Staff undertake regular training in positive behaviour management and maintain strong, open communication with parents to ensure consistency between home and nursery.

Parent Responsibilities

We encourage parents to support the nursery's behaviour expectations at home and to communicate openly with staff about any concerns or relevant changes in their child's life. Working in partnership strengthens consistency and helps children feel secure in their behavioural expectations.

Additional Little VIPs Behaviour Expectations and Procedures

We support children's personal, social and emotional development by helping them recognise their feelings, understand the feelings of others and begin to regulate their behaviour. We work closely with parents to maintain consistent approaches, and offer routines, boundaries and expectations that are appropriate for each child's emotional stage and development. We build confidence and self-esteem by valuing every child and celebrating their achievements.

At Little VIPs, we believe in recognising each child's individuality. We offer warm, responsive relationships that help children feel respected, safe and cared for during times of stress or confusion. We understand that some behaviours, such as biting or frustration, are developmentally normal. We encourage children to develop empathy, respect and self-regulation, and to take part in group activities that help them practise social skills. Staff and parents are encouraged to act as positive role models, and open communication ensures that families and nursery staff work together effectively.

Through praise and genuine acknowledgement, children learn that their positive actions matter and are valued. All staff understand their responsibility to implement the policy consistently. We promote non-violence and support children in resolving conflict peacefully. The key person system plays an important role in developing strong, trusting relationships with both children and families. Stories, discussions and everyday experiences are used to help children understand accepted behaviours and to participate in simple decision-

making where appropriate. Staff also support children to recognise feelings, develop empathy and understand how to manage emotions.

Nursery Rules

Our rules focus on safety, kindness and respect. They are kept simple and age-appropriate, and children are regularly involved in setting them so that expectations are meaningful and easy to understand.

Supporting Children Who Display Distressed or Challenging Behaviour

When a child displays behaviour that is distressed or challenging, we use co-regulation to help them identify their feelings and gradually return to calm. We always comfort the child who has been hurt and help both children talk through the situation when they are ready. We make it clear that it is the behaviour—not the child—that is the issue. Children only apologise when they have the understanding and empathy to do so meaningfully.

Physical intervention is used only when absolutely necessary to keep children safe. All incidents are recorded and shared with parents. Where ongoing concerns exist, an individual behaviour support plan may be created and risk assessments completed to safeguard children and staff. We work closely with parents and professionals to identify triggers and support each child effectively.

Staff Approach to Dealing with Behaviour

Staff ensure that all children feel safe, happy and supported. They recognise that early physical aggression can be normal and guide it in positive ways. Children learn that aggression is not an effective solution and are encouraged to use other ways to express themselves and resolve conflict. Staff may step into play if it becomes overly boisterous or unsafe. This policy is shared with parents and staff annually, and concerns can always be discussed confidentially with a member of the team.

Anti-Bullying

We teach children that bullying, discrimination or harming others is not acceptable. Bullying can take physical, verbal or emotional forms, but whatever the nature, it is taken seriously. Staff intervene immediately and sensitively and work closely with the parents of all children involved. Our focus on cooperation, kindness and caring behaviour helps children develop a strong sense of self, healthy friendships and peaceful conflict resolution skills, building a strong foundation for school and later life.

Policy Review

This policy is reviewed annually or sooner if statutory guidance or best practice changes.

| This policy was adopted on | Signed on behalf of the nursery | Date for review |
|-----------------------------------|--|------------------------|
| April 2026 | Hayley Fassam - Nursery Manager | April 2027 |