



Hillbury House Nursery

Registered Day Nursery (130690)

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Supporting Behaviour Policy

At Hillbury House Nursery, we are committed to promoting positive behaviour through respectful relationships, clear boundaries, and consistent support. We believe that all behaviour is a form of communication and that children learn best in an environment where they feel valued, secure, and understood. Our approach focuses on helping children develop self-regulation, empathy, and confidence-in line with the Early Years Foundation Stage (EYFS) and our home-from-home ethos.

Our Approach

Hillbury House Nursery endeavours to create an atmosphere that encourages positive behaviour and mutual respect. Children learn best when they understand what is expected of them and see those expectations modelled by caring, consistent adults.

We follow a whole-nursery approach to supporting behaviour, ensuring consistency across all staff and rooms. Staff understand that children's behaviour is influenced by their age, stage of development, and individual experiences. Our strategies are always developmentally appropriate, calm, and respectful.

Aims

- Help children develop self-regulation, confidence, and social understanding.
- Support children in recognising and managing their feelings.
- Encourage positive behaviour through praise, role modelling, and consistent boundaries.
- Work in partnership with parents, carers, and professionals to ensure consistency.
- Promote an inclusive approach that reflects British Values and the Prevent Duty.

Staff Responsibilities

- Recognise and value that each child is an individual, responding sensitively to their needs.
- Model positive interactions, cooperation, and empathy.
- Provide clear and consistent boundaries for safety and wellbeing.
- Praise and encourage positive behaviour and celebrate success.
- Communicate openly with parents and carers about children's achievements and challenges.
- Maintain confidentiality and professionalism at all times.



Supporting Children's Behaviour

We acknowledge that children may display challenging behaviour at different stages of their development. This may include physical responses (e.g., biting, hitting) or verbal expressions (e.g., shouting, refusal). Our role is to support children to manage these feelings and develop appropriate strategies for communication.

When a child displays challenging behaviour:

- Staff will respond calmly and consistently, using positive redirection.
- The child may be supported to reflect in a calm, comfortable space using sensory tools if needed.
- Staff will discuss what happened in a way the child can understand, focusing on solutions and empathy.
- Children will never be humiliated, isolated, or physically punished.
- Physical intervention will only be used to prevent harm to self or others or serious damage to property, in line with statutory guidance.
- Parents will be informed of significant incidents, and support plans may be put in place if needed.

Working with Parents and Carers

We work closely with parents and carers to maintain consistency between home and nursery. We share information verbally, through communication books or email, and hold meetings where necessary. Parents are encouraged to share their insights into their child's behaviour, as a collaborative approach achieves the best outcomes.

Children with Additional Needs

We recognise that some children may display behaviours linked to SEND, trauma, or other individual needs. Staff will work in partnership with the Nursery SENCo, parents, and external professionals to provide consistent support and strategies. Individual Behaviour Support Plans will be used when required to ensure each child receives the guidance they need.

Record Keeping and Confidentiality

Where ongoing or significant behavioural concerns arise, staff will record observations and agreed strategies. Parents will be informed and invited to contribute to behaviour support plans. All records are stored securely in line with GDPR and retained as required by the EYFS.

Training and Support

Liz Woolley is the Designated Behaviour Management Lead. She supports staff in developing positive strategies for managing behaviour. Training and reflection opportunities are provided through staff meetings, supervision, network meetings, and external courses. Staff knowledge is reviewed and updated regularly.

Links to EYFS and British Values

This policy reflects the EYFS themes and commitments:

- A Unique Child – recognising individual needs and supporting self-regulation.
- Positive Relationships – building trust and secure attachments.
- Enabling Environments – providing calm, supportive spaces for reflection and learning.
- Learning and Development – promoting independence, cooperation, and emotional intelligence.



It also aligns with British Values:

- Democracy – listening to children’s views and encouraging choice.
- Rule of Law – helping children understand boundaries and consequences.
- Mutual Respect & Tolerance – valuing differences and encouraging empathy.
- Individual Liberty – supporting children to make independent, responsible choices.

Our Commitment

At Hillbury House Nursery, we aim to create a happy, caring, and structured environment that supports children’s emotional wellbeing. Through consistent, nurturing guidance, we help children develop the skills they need to make positive choices, show kindness, and thrive as confident, considerate members of our community.