



Learning Ladder Nursery

Behaviour Guidance Policy

Guiding and supporting children's behaviour, together with families

1. Our Approach

At Learning Ladder Nursery (LLN), we understand that young children's behaviour is a form of communication, shaped by their stage of development, environment and relationships. We create a calm, caring setting where children feel safe to learn, and we work in partnership with parents to support every child's growth.

2. Our Guiding Principles

- Every child is treated with respect, in a calm environment where they're free to explore and learn.
- Each class has simple, clear rules that children can understand, applied consistently.
- Our team models kindness, patience and calm communication at all times.
- We always pair a 'no' with a positive alternative.
- We support good behaviour through engagement, routine and positive strategies, not punishment.

3. Strategies We Use

- Talking with children, in age-appropriate language, about why a behaviour isn't okay.
- Offering a calm space to settle with an adult nearby, if needed.
- Plenty of positive attention through play, listening and conversation.
- Activities that give children healthy outlets for big feelings like anger or frustration.
- Predictable routines that help reduce frustration.
- Getting to know each child well, so we can understand and support their individual needs.
- Keeping communication with parents open and ongoing.

4. What We Never Do

To keep every child safe and respected, LLN never uses:

- Physical punishment of any kind, or the threat of it.
- Yelling at or humiliating a child.
- Food as a punishment or reward.
- Excluding a child from their peers, or moving them to another class, as a punishment.



5. If Physical Intervention Is Ever Needed

Very occasionally, a staff member may need to gently guide or hold a child, only to prevent immediate danger to that child or another child, and only for as long as needed to keep everyone safe. If this happens, we record it and let you know the same day.

6. Helping Prevent Conflict

- A well-resourced classroom with enough space for children to play comfortably.
- Consistent daily routines, with gentle transitions for children who are new.
- Respecting each child's choices, interests and feelings.
- Understanding that all children are different, and behaviour looks different at different ages.
- Responding early and calmly to any destructive or aggressive behaviour.

7. If an Incident Happens

We handle behaviour incidents calmly and proportionately, always keeping you informed:

- Minor, one-off moments (like a disagreement over a toy) are handled in the classroom there and then, and you'll hear about it informally at pick-up if relevant.
- If an incident involves harm to a child or ongoing distress, we record it on our Incident Form, let you know the same day, and ask you to sign the form.
- If a pattern develops, we'll invite you in to talk it through together and agree a simple plan to support your child — which we'll review with you.
- For anything more serious, our senior team gets involved directly, and we'll always talk it through with you and agree next steps together.

Any concern involving a child's safety or wellbeing — such as suspected abuse or neglect — is handled separately, and immediately, under our Child Protection Policy.

8. Working With You

- You're our first partner in supporting your child's behaviour — we'll always keep you informed honestly, and welcome your own insights.
- We never discuss your child's behaviour in front of other children or parents.
- If we agree a support plan together, you'll get a copy and be part of every review.
- If you're ever unhappy with how something was handled, you're welcome to raise it with us directly at any time.

9. Keeping Records



We keep a written record of incidents in your child's file, shared only with those involved in their care, yourself, and regulators where required. Records are kept securely and confidentially.

10. Policy Review

This policy is reviewed regularly, and whenever relevant education or safeguarding guidance is updated.