

Positive Behaviour Policy

August 2025

Overview

Introduction

At Villa Nola, we are committed to creating a warm, nurturing environment where children feel safe, valued, and supported. For children aged 45 days to 4 years, positive behaviour is guided through gentle encouragement, consistent routines, and respectful interactions rather than punitive measures.

Our philosophy is to build children's social and emotional skills by recognising and rewarding positive behaviour, modelling kindness, and supporting them to develop self-control and empathy. We acknowledge that children in this age range are developing rapidly and rely on adults to guide and co-regulate their feelings and actions.

Policy Details

Principles and Values

The responsibility for positive behaviour is shared by all members of the school community:

- **Teachers:** Teachers are expected to create inclusive, supportive classrooms where expectations are clearly communicated and reinforced. Teachers will provide consistent praise and positive reinforcement, and they will apply restorative approaches when addressing misbehaviour.
- **Students:** Students are responsible for following the behaviour agreements, maintaining respectful relationships, and being positive role models. They should actively engage in restorative practices and accept consequences as learning opportunities.
- **Parents:** Parents are valued as partners and are expected to support the behaviour policy, reinforce expectations at home, and attend meetings when necessary. They are expected to formally acknowledge disciplinary measures involving their children.
- **School Leadership Team:** Leaders provide oversight, support teachers, and ensure consistency in the application of the behaviour policy. They will oversee monitoring plans, behaviour contracts, and disciplinary processes.

Behaviour Expectations

Behaviour expectations are kept simple, age-appropriate, and achievable for young children. We use visual aids and repetition to support understanding. Typical expectations include:

- Be kind to yourself and others.
- Use gentle hands and calm voices.
- Share and take turns when playing.
- Look after toys and the environment.

These expectations are reinforced daily through songs, stories, and role modelling.

Positive Behaviour Strategies

Villa Nola staff use a range of developmentally appropriate strategies to guide behaviour:

- **Positive Instructions:** Staff phrase requests in positive terms, such as “Please use walking feet indoors” instead of “Don’t run.”
- **Immediate and Specific Praise:** Positive behaviours are acknowledged straight away, with clear language such as “Thank you for helping your friend tidy up.”
- **Visual Cues:** Simple images and symbols are used to help children remember expectations, especially for routines such as lining up, handwashing, or sharing.
- **Offering Choices:** Children are provided with simple, meaningful choices, giving them a sense of control and encouraging cooperation.
- **Redirection:** When challenging behaviour occurs, staff gently redirect the child’s attention towards another activity or a safer alternative.
- **Emotion Coaching:** Staff help children identify and label their emotions, offering comfort and strategies for calming down, such as deep breathing, cuddles, or quiet time.
- **Consistent Routines:** Daily schedules are structured and predictable, giving children security and reducing opportunities for frustration.

Supporting Challenging Behaviour

Challenging behaviour in very young children is understood as a form of communication. Staff respond with sensitivity, seeking to understand the underlying need or trigger.

- Children are never shamed, excluded, or subjected to harsh discipline.
- “Time-out” is not used. Instead, staff provide comfort and support in the moment to help the child calm down.
- If persistent difficulties arise, staff observe and record behaviours, identify possible triggers, and work with parents to implement consistent strategies both at school and at home.
- Children requiring additional support may have an individual behaviour support plan created in consultation with parents and, where appropriate, inclusion specialists.

Roles and Responsibilities

- **Staff:** All staff are responsible for modelling positive behaviour, applying strategies consistently, and recording significant incidents. They provide guidance with empathy and patience at all times.
- **Parents:** Parents are expected to work in partnership with Villa Nola, reinforcing positive behaviour strategies at home and communicating openly with staff about their child’s needs.

- **School Leaders:** Leaders are responsible for ensuring staff receive ongoing training in behaviour guidance, monitoring policy implementation, and supporting consistency across the nursery.

Safeguarding and Wellbeing

All behaviour guidance practices are aligned with Villa Nola's safeguarding policy and UAE child protection regulations. Children's dignity, safety, and emotional wellbeing are prioritised at all times. Staff avoid unnecessary physical intervention, and any concerns about a child's welfare are referred immediately to the School Manager

Monitoring and Review

This policy will be reviewed annually by the Head of Early Years and Inclusion in consultation with the Senior Leadership Team, staff, and parents. Adjustments will be made to ensure it reflects best practice, the developmental needs of our children, and the regulatory framework in the UAE..