

General Welfare Requirement: Safeguarding and Promoting Children's Welfare

Children's behaviour must be managed effectively and in a manner appropriate for their stage of development and particular individual needs.

Equality of opportunity

1.14 Achieving positive behaviour

Policy statement

Glebe House School believes that children flourish best when their personal, social and emotional needs are met and where there are clear and developmentally appropriate expectations for their behaviour.

Children need to learn to consider the views and feelings, needs and rights, of others and the impact that their behaviour has on people, places and objects. This is a developmental task that requires support, encouragement, teaching and setting the correct example. The principles that underpin how we achieve positive and considerate behaviour exist within the programme for promoting personal, social and emotional development.

EYFS key themes and commitments

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
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- We designate a member of staff to be responsible for behaviour management issues. They are supported in acquiring the skills to provide guidance to other staff and to access expert advice if ordinary methods are not effective with a particular child, through training and consultation etc
- Our representative is **Susie Pull – Area Manager**.

Procedures

We as a team all share responsibility for our programme for supporting personal, social and emotional development, including issues concerning behaviour. We will also ensure that EYFS guidance relating to “Behaviour Management” is incorporated into relevant policies and procedures. As a team we will monitor children’s progress on an annual basis using our “Tracking System” to ensure the environment and practices supports healthy social and emotional development. Findings from the tracking audit are considered by management and relevant adjustments applied.

- We require all staff to:
 - keep her/himself up-to-date with legislation, research and thinking on promoting positive behaviour and on handling children's behaviour where it may require additional support;
 - access relevant sources of expertise on promoting positive behaviour within the programme for supporting personal, social and emotional development ; and
 - check that all staff have relevant in-service training on promoting positive behaviour, we keep a record of staff attendance at this training.
- We recognise that codes for interacting with other people vary between cultures and require staff to be aware of - and respect - those used by members of the setting.
- We require all staff, volunteers and students to provide a positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy.
- We familiarise new staff and volunteers with the setting's behaviour policy and its guidelines for behaviour.
- We expect all members of our setting - children, parents, staff, volunteers and students - to keep to the guidelines, requiring these to be applied consistently.
- We work in partnership with children's parents. Parents are regularly informed about their children's behaviour by their key person. We work with parents to address recurring inconsiderate behaviour, using our observation records to help us to understand the cause and to decide jointly how to respond appropriately.

Strategies with children who engage in inconsiderate behaviour

- We require all staff, volunteers and students to use positive strategies for handling any inconsiderate behaviour, by helping children find solutions in ways which are appropriate for the children's ages and stages of development. Such solutions might include, for example,

acknowledgement of feelings, explanation as to what was not acceptable and supporting children to gain control of their feelings so that they can learn a more appropriate response.

- We try to ensure that there are enough popular toys and resources and sufficient activities available so that children are meaningfully occupied without the need for unnecessary conflict over sharing and waiting for turns.
- We acknowledge considerate behaviour such as kindness and willingness to share.
- We support each child in developing self-esteem, confidence and feelings of competence.
- We support each child in developing a sense of belonging in our group, so that they feel valued and welcome.
- We avoid creating situations in which children receive adult attention only in return for inconsiderate behaviour.
- When children behave in inconsiderate ways, we help them to understand the outcomes of their action and support them in learning how to cope more appropriately.
- We never send children out of the room by themselves, nor do we use a 'naughty chair' or a 'time out' strategy that excludes children from the group, we encourage everyone not to use the word "naughty", or "no" unless in an emergency situation to prevent a child from doing something dangerous.
- We never use corporal or any form of physical punishment, such as smacking or shaking. Children are never threatened with these.
- We do not use techniques intended to single out and humiliate individual children.
- We use physical restraint, such as holding, only to prevent physical injury to children or adults and/or serious damage to property, as learnt on the "step on" courses.
- Details of such an event (what happened, what action was taken and by whom, and the names of witnesses) are brought to the attention of our setting leader and are recorded in the child's personal file. The child's parent is informed on the same day.
- In cases of serious misbehaviour, such as racial or other abuse, we make clear immediately the unacceptability of the behaviour and attitudes, by means of explanations rather than personal blame.
- We do not shout or raise our voices in a threatening way to respond to children's inconsiderate behaviour.
- We expect there are times when staff need to take time out from a busy room for their own wellbeing so any negative feelings they may have do not impact on others, the team should support each other for this to happen safely within the correct ratio's by calling on SMT for

cover if needed and only return if they feel safe to exhibit positive relationships with everyone as per our policies guidelines.

- Staff should also expect that sometimes it is hard to meet children's emotional needs and that if ever they are struggling to meet those needs, we are a team and should expect support from colleagues to help. Children's wellbeing should always be prioritised above your own pride of trying to solve the situation, every child is unique and so are we, therefore we must realise that each child may need a different member of staff to comfort them depending on how they are feeling in the moment.
- Remember to ensure that all children feel valued, safe, secure, and happy. Happy children, learn, and thrive and develop the necessary confidence to cope with life's challenges, so never be afraid to step in to support others if you are concerned about a situation.

Children under three years

- When children under three behave in inconsiderate ways we recognise that strategies for supporting them will need to be developmentally appropriate and differ from those for older children.
- We recognise that babies and very young children are unable to regulate their own emotions, such as fear, anger or distress, and require sensitive adults to help them do this.
- Common inconsiderate or hurtful behaviours of young children include tantrums, biting or fighting. Staff are calm and patient, offering comfort to intense emotions, helping children to manage their feelings and talk about them to help resolve issues and promote understanding.
- If tantrums, biting or fighting are frequent, we try to find out the underlying cause - such as a change or upheaval at home, or frequent change of carers. Sometimes a child has not settled in well and the behaviour may be the result of 'separation anxiety'.
- We focus on ensuring a child's attachment figure in the setting, their key person, is building a strong relationship to provide security to the child.

Rough and tumble play and fantasy aggression

Young children often engage in play that has aggressive themes – such as superhero and weapon play; some children appear pre-occupied with these themes, but their behaviour is not necessarily a precursor to hurtful behaviour or bullying, although it may be inconsiderate at times and may need addressing using strategies as above.

- We recognise that teasing and rough and tumble play are normal for young children and acceptable within limits. We regard these kinds of play as pro-social and not as problematic or aggressive.
- We will develop strategies to contain play that are agreed with the children, and understood by them, with acceptable behavioural boundaries to ensure children are not hurt.
- We recognise that fantasy play also contains many violently dramatic strategies, blowing up, shooting etc., and that themes often refer to 'goodies and baddies' and as such offer opportunities for us to explore concepts of right and wrong.
- We are able to tune in to the content of the play, perhaps to suggest alternative strategies for heroes and heroines, making the most of 'teachable moments' to encourage empathy and lateral thinking to explore alternative scenarios and strategies for conflict resolution.

Hurtful behaviour

We take hurtful behaviour very seriously. Most children under the age of five will at some stage hurt or say something hurtful to another child, especially if their emotions are high at the time, but it is not helpful to label this behaviour as 'bullying'. For children under five, hurtful behaviour is momentary, spontaneous and often without knowledge or awareness of the feelings of the person whom they have hurt.

- We recognise that young children behave in hurtful ways towards others because they have not yet developed the means to manage intense feelings that sometimes overwhelm them.
- We will help them manage these feelings as they have neither the biological means nor the cognitive means to do this for themselves.
- We understand that self-management of intense emotions, especially of anger, happens when the brain has developed neurological systems to manage the physiological processes that take place when triggers activate responses of anger or fear.
- Therefore, we help this process by offering support, calming the child who is angry as well as the one who has been hurt by the behaviour. By helping the child to return to a normal state, we are helping the brain to develop the physiological response system that will help the child be able to manage his or her own feelings. (e.g. Staff may say 'I can see you are sad/cross, tell me about it' pause and if they respond, ask 'what do you think we should do?' so they learn how to problem solve but offer helpful suggestions if they struggle. For example, 'shall we share and play together, I will help you,' if they can't communicate. Staff should role model the positive behaviour for them.

- We do not engage in punitive responses to a young child's rage as that will have the opposite effect.
- Our way of responding to pre-verbal children is to calm them through holding and cuddling. Verbal children will also respond to cuddling to calm them down, but we offer them an explanation and discuss the incident with them to their level of understanding.
- We recognise that young children require help in understanding the range of feelings they experience. We help children recognise their feelings by naming them and helping children to express them, making a connection verbally between the event and the feeling. "Adam took your car, didn't he, and you were enjoying playing with it. You didn't like it when he took it, did you? Did it make you feel angry? Is that why you hit him?" Older children will be able to verbalise their feelings better, talking through themselves the feelings that motivated the behaviour.
- We help young children learn to empathise with others, understanding that they have feelings too and that their actions impact on others' feelings. "When you hit Adam, it hurt him and he didn't like that and it made him cry." Or 'How do you think it made him feel?' to develop independent problem solving.
- We help young children develop pro-social behaviour, such as resolving conflict over who has the toy. "I can see you are feeling better now and Adam isn't crying any more. Let's see if we can be friends and find another car, so you can both play with one."
- We are aware that the same problem may happen over and over before skills such as sharing and turn-taking develop. In order for both the biological maturation and cognitive development to take place, children will need repeated experiences with problem solving, supported by patient adults and clear boundaries.
- We support social skills through modelling behaviour, through activities, drama and stories. We build self-esteem and confidence in children, recognising their emotional needs through close and committed relationships with them.
- We help a child to understand the effect that their hurtful behaviour has had on another child; we do not force children to say sorry but encourage this where it is clear that they are genuinely sorry and wish to show this to the person they have hurt.
- When hurtful behaviour becomes problematic, we work with parents to identify the cause and find a solution together. The main reasons for very young children to engage in excessive hurtful behaviour are that:
 - they do not feel securely attached to someone who can interpret and meet their needs – this may be in the home and it may also be in the setting;

- their parent, or carer in the setting, does not have skills in responding appropriately, and consequently negative patterns are developing where hurtful behaviour is the only response the child has to express feelings of anger;
 - the child may have insufficient language, or mastery of English, to express him or herself and may feel frustrated;
 - the child is exposed to levels of aggressive behaviour at home and may be at risk emotionally, or may be experiencing child abuse;
 - the child has a developmental condition that affects how they behave.
- Where this does not work, we use the following steps:

Step 1. Following initial observation, assessment and next steps not having the required impact on the child's behaviour, the concern for the child will be raised by the child's key person to the setting Senco and Behaviour Co-ordinator.

Step 2. The key person, setting Senco and Behaviour Co-ordinator, will raise an Initial Record of Concern form, which will detail the child's strengths and areas for development. This form and a rough SP will be shared with the parents, and together if a trigger is identified everyone will agree on strategies to help the child gain more positive behaviour. Key observation will identify:

 - a. An event or activity that occurred immediately before a particular behaviour
 - b. What behaviour was observed and recorded at the time of the incident.
 - c. What the consequences were following the behaviour.

Step 3. Having evaluated the above findings, SP's and Trigger Guidance Sheets, will be created, copied and shared with all staff to ensure continuity of boundaries and care are carried out effectively for the child. These will be regularly reviewed and monitored and updated every six weeks by the Key Person and Senco, in close liaison with parents until improvement is noticed.

Step 4. If, despite applying the initial intervention, the behaviour continues to give significant concern then the Behaviour Co-ordinator and Senco will invite the parents to a meeting. They will discuss the possibility of external referral to seek specialist advice to help the child make positive progress in this area of development. An EHAP process or referral to the CADS Team may be started simultaneously if parents require support at home, or if it is deemed necessary due to Safeguarding Concerns.

Step 5. Advice provided by external agencies will be incorporated into the child's SP, Trigger Guidance etc. Also regular child review/ multi-disciplinary meetings will be held to

ensure all agencies and parents are working together effectively to support the child appropriately.

Step 6. It may be necessary for the setting to apply for 1:1 support funding as a group, to enable staff to follow procedures effectively as laid out in the SP and Trigger Guidance.

Bullying

We take bullying very seriously. Bullying involves the persistent physical or verbal abuse of another child or children. It is characterised by intent to hurt, often planned, and accompanied by an awareness of the impact of the bullying behaviour.

A child who is bullying has reached a stage of cognitive development where he or she is able to plan to carry out a premeditated intent to cause distress in another.

Bullying can occur in children five years old and over and may well be an issue in the Reception Class or after school clubs and holiday schemes catering for slightly older children.

If a child bullies another child or children:

- we show the children who have been bullied that we are able to listen to their concerns and act upon them;
- we intervene to stop the child who is bullying from harming the other child or children;
- we explain to the child doing the bullying why her/his behaviour is not acceptable;
- we give reassurance to the child or children who have been bullied;
- we help the child who has done the bullying to recognise the impact of their actions;
- we make sure that children who bully receive positive feedback for considerate behaviour and are given opportunities to practise and reflect on considerate behaviour;
- we do not label children who bully as 'bullies';
- we recognise that children who bully may be experiencing bullying themselves, or be subject to abuse or other circumstance causing them to express their anger in negative ways towards others;
- we recognise that children who bully are often unable to empathise with others and for this reason we do not insist that they say sorry unless it is clear that they feel genuine remorse for what they have done. Empty apologies are just as hurtful to the bullied child as the original behaviour;

- we discuss what has happened with the parents of the child who did the bullying and work out with them a plan for handling the child's behaviour; and
- we share what has happened with the parents of the child who has been bullied, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.

Use of rewards and sanctions

- All children need consistent messages, clear boundaries, and guidance to intrinsically manage their behaviour through self-reflection and control.
- Rewards such as excessive praise and stickers may provide an immediate change in the behaviour but will not teach children how to act when a 'prize' is not being given or provide the child with the skills to manage situations and their emotions. Instead, a child is taught how to be 'compliant' and respond to meet adult's own expectations in order to obtain a reward (or for fear of a sanction). If used then the type of rewards and their functions must be carefully considered before applying.
- Children should never be labelled, criticised, humiliated, punished, shouted at or isolated by removing them from the group and left alone in 'time out' or on a 'naughty chair'. However, if necessary children can be accompanied and removed from the group in order to calm down and if appropriate helped to reflect on what has happened.

This policy was adopted at a meeting of	<u>Glebe House Trust Nurseries</u>	name of setting
Held on	<u>October 2023</u>	(date)
Date to be reviewed	<u>October 2024</u>	(date)
Signed on behalf of the management committee	<hr/>	
Name of signatory	<u>Susie Pull</u>	
Role of signatory (e.g. chair/owner)	<u>Area Manager Glebe Trust Nurseries</u>	

Useful resources or links

- The Social Child (2007) – pre-school learning alliance
- Reflecting on Behaviour (2010) – pre-school learning alliance
- Norfolk Steps for training and advice - <https://s4s.norfolk.gov.uk/Services/Details/2068>

<https://www.schools.norfolk.gov.uk/early-learning-and-childcare/early-years-inclusion/behaviour/supporting-positive-behaviour>

<https://help-for-early-years-providers.education.gov.uk/personal-social-and-emotional-development/emotions#suggested-activities>

<https://www.norfolk.gov.uk/children-and-families/early-childhood-and-family-service/extra-support/courses>

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