



ROYAL HIGH SCHOOL
BATH
G D S T

BEHAVIOUR, DISCIPLINE, REWARDS & SANCTIONS (EYFS)

Statement of intent

Our setting 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.

Aim

We aim to provide an environment in which there is acceptable behaviour and where children learn to respect themselves, other people and their environment. We aim to work towards a situation in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

Methods

We have a named person Mrs Michelle Fernandez who has overall responsibility for our programme for supporting personal, social and emotional development, including issues concerning behaviour. In small settings this may be shared between co-staff.

- We require the named person to:
 - keep herself 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.
 - check that all staff have relevant in-service training on promoting positive behaviour.
- 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, parent/carers 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, parent/carers, staff, volunteers and students - to keep to the guidelines, requiring these to be applied consistently.
- We work in partnership with children's parent/carers. Parent/carers are regularly informed about their children's behaviour by Early Years staff. We work with parent/carers to address recurring inconsiderate behaviour, using our observation records to help us to understand the cause and to decide jointly how to respond appropriately.
- We utilise positive reinforcement (stickers) and verbal praise and encouragement, throughout the day for all our children. In addition, children displaying consistently inappropriate behaviour are placed on a sticker reward card system which breaks down the day into smaller timescales.
- When required we seek advice and support from the Local Authority who offer a range of courses and specialist help.

ALL FORMS OF CORPORAL PUNISHMENT BY STAFF ARE STRICTLY FORBIDDEN

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 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, however learning to cope with sharing is important and we constantly encourage children to do so.
- We acknowledge and praise considerate behaviour such as kindness and willingness to share. This is one part of our 'learning to learn' skills programme (thinking about each other) which the whole school undertakes
- 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.
- We never use 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. Staff remain calm in all instances, speaking clearly for the child to understand them.
- 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 keep up to date with guidelines and attend regular local courses on behaviour and supporting children with individual needs.

Safe touch of Pupils

Physical contact should always be about meeting the needs of the child. The Prep School has implemented a Safe Touch Policy to ensure the actions of staff are not ambiguous. This should be reading in conjunction with this policy and is in the P-General Drive or on request by parents.

Physical Restraint

We use physical restraint, such as holding, only to prevent physical injury to children or adults and/or serious damage to property.

Paramount – restrictive physical handling will only be used when the Early Years Practitioners believe its use is in the child’s best interest; their need is paramount.

Duty of care – all Early Years Practitioners have a duty of care towards the children in pre-school. When children are in danger of hurting themselves, others or of causing damage to property, Early Years Practitioners have a duty to intervene. This may involve an attempt to divert the child to another activity or a simple instruction to “stop”. However, if it is judged as necessary, Early Years Practitioners may use restrictive physical intervention.

Reasonable minimal force – when physical intervention is used, it is used within the principle of reasonable minimal force i.e. Early Years Practitioners should use as little force as is necessary in order to maintain safety. Early Years Practitioners should use this for as short a period of time as possible.

When can restrictive physical intervention be used?

- When someone is injuring themselves or others.
- When someone is damaging property
- Where there is suspicion that although injury, damage or other crime has not yet happened, it is about to happen.

It cannot be used

- When it may make a situation worse
- In anger or as a punishment
- When an alternative less intrusive measure could be used and be more effective.

Who can use restrictive physical intervention?

- A member of Early Years Practitioners team who knows the child well i.e. Key Person
- Identified Early Years Practitioners who are most appropriate to be involved
- In an emergency. Anyone

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/carer is informed on the same day.

Rough and tumble play, hurtful behaviour and bullying

Our procedure has been updated to provide additional focus on these kinds of inconsiderate behaviours.

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 cognisance 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 do this by going down to the child's level if appropriate and asking them if 'they would like us to help sort out a situation'.
- 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.
- 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 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 experienced. 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. 'Anne took your car, didn't she, and you were enjoying playing with it. You did not like it when she took it, did you? It made you feel angry, didn't it, and you hit her'.
- 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 Anne, it hurt her, and she didn't like that and it made her cry'.
- 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 Anne isn't crying any more. Let us 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. 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 parent/carers 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/carer, 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 by which to express feelings of anger.
- the child is exposed to levels of aggressive behaviour at home and may be at risk emotionally, or may be experiencing child abuse; and
- the child has a developmental condition that affects how they behave.
- Where this does not work, we use the Code of Practice to support the child and family, making the appropriate referrals to a Behaviour Support Team where necessary.

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 she is able to plan to carry out a premeditated intent to cause distress to another.

Bullying can occur in children five years old and over and may well be an issue in 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 parent/carers 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 parent/carers 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.

Reviewed: July 2022	Next Review: July 2023
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