



# St Hilary's School

## EYFS Behaviour Management Policy

### School Ethos

St Hilary's is an independent day school for girls and boys aged between 2 and 11 years old. It is a mixed ability, non-denominational school with a Family ethos that welcomes children from all backgrounds and faiths. We actively promote democracy, the rule of the law, individual liberty and mutual respect of those with different faiths and beliefs. These are fundamental British Values which underpin all that we offer, as does our School Motto 'Not for oneself but for all.'

### Aims of the Policy

At St Hilary's School we aim to ensure that all children in our care learn and develop well and are kept healthy and safe. 'Providers are responsible for managing children's behaviour in an appropriate way'. *Statutory Framework for the Early Years Foundation Stage, 2023 p.34, 3:53*. 'Children's personal, social and emotional development (PSED) is crucial for children to lead healthy and happy lives, and is fundamental to their cognitive development. Underpinning their personal development are the important attachments that shape their social world. Strong, warm and supportive relationships with adults enable children to learn how to understand their own feelings and those of others'. *Development Matters, 2020, Updated 2021 p 43*.

### Expectations of Staff

The named practitioner for Behaviour Management in EYFS is Mrs Julia Ranger (Head of EYFS). The Behaviour Management Officer (BMO) is responsible for:

- Creating a clear policy.
- Developing clear positive behaviour management procedures for staff to follow.
- Ensuring that all staff understand the behaviour procedures and behavioural expectations.
- Ensuring that behavioural expectations are appropriate to age and ability.
- To ensure an induction programme is delivered to all staff, volunteers and students that covers behaviour management.
- To attend appropriate behaviour management training and to give feedback to staff, through meetings, appraisals, twilight sessions as appropriate.
- Contacting outside agencies for expert advice as necessary.
- To work with the EYFS SENCO to develop behaviour management strategies for individual children and to ensure all staff are aware of these.
- To work with the DSL over any behaviour management concerns.
- To share any relevant information at whole school staff meetings and with relevant staff via email as necessary.
- To attend weekly pastoral staff meetings and to arrange meetings for EYFS staff.

All EYFS staff are expected to:

- Promote positive behaviour through praise, encouragement, modelling, rewards and celebration of children's achievements, however small.
- Support one another when managing behaviour.
- Seek advice and support if they feel they need it.
- Be familiar with and adhere to this policy and the associated procedures.
- Understand the policy and procedures and the need to follow them.
- Report any incidents to the Behaviour Management Officer when the policy has not been followed.
- Plan suitable age-related and challenging opportunities and activities for the children.
- Be familiar with *Development Matters in the EYFS 2020, Updated 2021* and use it as a guide to their expectations of behaviour for all children, knowing that children develop at different rates and celebrating them as individuals.
- Attend appropriate training.
- Refer to information from home about factors that might affect the behaviour of a child, e.g. tiredness, grief, hunger etc.
- Be aware that any child whose behaviour patterns change should be referred to the DSL (as it could be linked to a safeguarding concern). The DSL will communicate with the Head of EYFS.

### **Information for Parents**

This policy is available to parents on the school's parent portal.

An open-door policy ensures parents can voice any queries or concerns. Behaviour is also included in parent meetings and parent presentations. There are home school books for SEND children and children in the Nursery. Any information given by parents that might affect their behaviour is recorded and shared with relevant staff.

### **Managing Behaviour That Causes Concern**

Isolated incidents of behaviour (e.g. biting once, aggressive behaviour, non-compliance etc.).

1. Staff to be familiar with Behavioural Procedures and to try various strategies in the first instance.
2. If successful, information to be shared verbally between relevant staff and BMO as appropriate.
3. If unsuccessful, member of staff to either seek or call for assistance; sometimes a change of face can dispel an incident.
4. If this is unsuccessful one of the staff to ensure all other children are removed from the situation and BMO or a member of SLT to be called.
5. From Step 3 onwards, parents are to be informed verbally that day or as soon as possible within 24 hours. Such incidents are to be recorded in the Incident Book. \*
6. This will create an evidence file to show whether this behaviour is becoming persistent (i.e. each week).

\*NB: For incidents of Biting, see Biting Policy.

Persistent patterns of behaviour

1. Rules reinforced and behaviour procedures implemented by all staff.
2. Incidents monitored and recorded to look for patterns or triggers.

3. Children with behavioural patterns are discussed at the weekly school pastoral meeting at which minutes are recorded.
4. Staff invite parents in to discuss existing behaviours and to agree strategies to use and a time is set for review. Minutes are to be taken and recorded on 3Sys. An email is sent to BMO, the Headteacher and other relevant staff.
5. From the review meetings, if the behaviour patterns have not changed or are not changing within the expected time frame, in consultation with the parents, the Headteacher, BMO, DSL/EYFS SENCO, Key Person and EYFS Management Team, the relevant Outside Agencies will be contacted either by St Hilary's staff or the parents. Depending on the types of behaviour, these may be one or more of the following:
  - Health Visitor
  - GP
  - ECAT / RAMA
  - EYFS Surrey SEND Advisor (and following their advice)
    - i. Paediatrician
    - ii. Speech and Language
    - iii. Educational Psychologist
    - iv. Occupational Therapist

### **Bullying**

See Whole School Policy.

### **Physical Intervention**

Physical intervention is to be avoided unless the child is at risk of significant harm to self or others and other avoidance measures have been tried or are not appropriate (e.g. removing other children from the area).

Any physical intervention must be appropriate to the age and size of the child and the behaviour they are displaying. It must only be used as a last measure and, if possible, other staff should be present too. As soon as possible, the child must be reassured and released from any hold and a member of SLT should be called immediately.

Parents must be informed as soon as possible, no later than 24 hours after any incident. There must be a written account recorded in the incident book and sent by email to the Headteacher. The details recorded must include:

- Name of the child
- Name of the member of staff
- Date, time and place of incident
- The circumstances of the incident (this may include other adults accounts also)
- The factors leading up to the incident
- The nature of physical intervention used.
- The names of any witnesses
- Any injuries that may have occurred during the incident to the child or adult (see body form)
- Any further action taken, including parent signatures

Any behaviour that causes significant concern should be referred to the Deputy Head and/or Headteacher and the next steps following the school Behaviour, Discipline and Exclusions Policy may be followed on their judgement.

### **Corporal Punishment**

In accordance with the law, corporal punishment is not used at St Hilary's. Corporal punishment must never be given to a child and a child must not be threatened with it. The use of corporal punishment is an offence and St Hilary's will treat it as such. If any member of staff, volunteer, student, parent or visitor suspects that corporal punishment has been threatened or used or is suspected of using or threatening it, the child protection policy must be followed.

### **Definition of Corporal Punishment**

Corporal punishment means the intentional application of force as a punishment. This includes not only the use of the cane or other implement, but also other forms of physical chastisement intended as punishment (such as slapping, punching, pushing, prodding, throwing missiles and any other forms of rough handling).

**The use of corporal punishment for all pupils at St Hilary's is not permitted.**

**Reviewed: July 2021, July 2022, July 2023**

**Next review date: June 2024**

**Person responsible: SLT & Julia Ranger (Head of Early Years)**