



Promoting Positive Emotional Well-Being/Anti-Bullying Policy

At Oasis Childcare Centre's we recognise that children's health and well-being is an integral part of their social, emotional and mental development. Positive health and well-being is embedded in our practice and promoted through our policies and procedures. Practitioners take the time to develop nurturing relationships with their key children and to understand their emotional well-being and health needs. As part of our ongoing observation, assessment and planning cycle, your child's key person will monitor their well-being and involvement using the Leuven Scales, and plan activities to support them in this area. This information is shared with parents as an ongoing process and during parent consultations.

Our aims and expectations for positive emotional well-being:

- We believe that all children have basic needs.
- We cater for children aged between 0-11 years and ensure that we provide a range of activities and experiences that are both suitable and stimulating.
- We recognise that all children are individual and it will take some longer than others to reach the next stage in their development.
- We ensure all staff members, students and volunteers are positive role models and are aware of the importance of positive responses and praise.
- We are aware that behaviour might be occurring for a variety of reasons.

Our framework for promoting positive emotional well-being includes:

- Providing a clear structure to all our sessions.
- Providing clear routines.
- Preparing children for transition times during session. e.g. "in five minutes we will tidy up for lunch."
- Implementing the key worker system to ensure regular reviews of activities to make sure they are developmentally appropriate.
- Having a wide range of toys and equipment.
- Maintaining a balance between adult-led and child-led activities.
- Ensuring that all staff consistently implement our positive rewards system and feed back to parents.
- Any physical intervention to avert immediate danger will be recorded and parents informed on the same day.
- Keeping records of all incidents and observations of the child in a secure and confidential manner and sharing this information with parents.

Our positive emotional well-being plan

- We will manage Positive Emotional Well-Being in a positive way. We will look at the causes and ask the following questions:
- Are the child's needs being met?
- Did we pre-empt the situation and remove temptations?
- Did the child understand what was asked of them; Did we give clear rules and instructions?
- Did we give an early warning?
- Did we exchange good news for bad?
- Would a change of environment help?
- Have we checked the child's diary for messages from the parent?
- Has the parent left a message with another member of staff?

We will promote positive well-being by:

- Leading by example (being good role models).
- Prompting.
- Observing the child being good.
- Attending regular training on promoting positive emotional well-being and behaviour.
- Rewarding good behaviour.
- Sharing good tactics with other staff members.

Remember: "1 Negative comment needs to be followed by 3 Positive comments!"

We will encourage positive behaviours by:

- Giving praise.
- Telling the children why we are pleased with their behaviour.
- Reward as soon as we see the behaviour we want to encourage.

We will use:

- Big praise (2 thumbs), little praise (1 thumb).
- Feedback in the child's diary and verbal communication with parent/carer.

We will manage children emotional well-being through:

- Not asking too much of the child too soon.
- Providing a high level of praise and reinforcement encouraging small steps of progress.
- Being consistent about what we want the child to do.

We will use:

- A calm voice and relaxed body language.
- The traffic light system to support positive and negative behaviour.

We strive always to work closely with parents and carers

we will:

- Share our positive emotional well-being policy with parents and carers.
- Enlist parents help with their child, sharing ideas of what works at home.
- Work in partnership with the parents for the good of their child and with parents written consent, liaise with outside agencies should the need arise.
- Share with (use diaries) and invite good news from the parents and carers verbally and through Wow! sheets.
- Provide opportunities for parents and carers to discuss any concerns in a confidential environment.

We believe that behaviour is a result of children's emotional well-being and strive to separate challenging emotions from the individual child.

The coordinators for behaviour within The Oasis Childcare Centre are Lorna Trudgeon - Senior Manager and Briony Sedgeman - Senior Deputy Manager.

The coordinator's role is to monitor and manage the day to day framework for promoting positive emotional well-being and behaviour.

If a parent or staff member has any concerns about a child's behaviour or emotional well-being they should contact the above people in the first instance. If further support is required, then the coordinator will work closely with the child's key person, the settings SENCO and the parents/carers to implement additional support and, if necessary, make a referral for further support through the Early Help Hub. Please also see Special Educational Needs Policy.

Disciplinary procedures will be followed if staff do not adhere to the regulations set out in this policy (please see Disciplinary Procedures).

Adopted by The Oasis Management Committee on: 01.08.2025

Representative of Management Committee Signature: Lorna Trudgeon

Review Date: August 2026

