



## **Staff intervention policy**

Clyde Nursery Ltd aims to ensure all staff are trained and knowledgeable about the process of child development and learning, to enable them through observation and assessment to interact with children at times and in ways likely to further the child's social, emotional, intellectual, and physical development.

The role of parents and carers remain central to their children's learning journey and must therefore be valued and involved in all aspects of Early Learning.

Staff in partnership with parents will always strive to achieve a balance between sensitivity to children's intentions and perceptions and the pursuit of their own role in furthering children's development and learning and will use the 'OWL' technique.

- O Observe for the child's interests/what the child is telling you.
- W Wait expectantly for the child to initiate/get involved in the activity.
- L Listen for the child's complete message.

Staff use skilled questioning techniques when working with children to help them revisit previous situations and to enable them to apply previous experience to solve current problems.

Staff will exercise good judgement to intervene where appropriate to facilitate and increase the complexity of play. Similarly, staff will exercise good judgement when not to intervene in order not to disrupt a child's natural learning process.

Staff will at all times provide a positive role model to children within the Nursery and children will be encouraged to develop the necessary skills to enable them to become Successful Learners, Confident Individuals, Responsible Citizens and Effective Contributors in line with the principles of a Curriculum for Excellence. Staff will follow the principles of the '4 R's' with children in the Pre-Birth – Three age group, Relationships, Responsive Care, Respect and Rights of the Child.

If a Key Person finds a child's assessment and development record is not meeting or is excessively surpassing their developmental milestones in areas of physical, cognitive, language or emotional and social development they should report their findings to their Senior Team Leader. The Senior Team Leader, in conjunction with the Nursery Manager,

will personally observe and assess the child to identify any additional support needs they might need to benefit from education. Argyll & Bute Education Authority Early Stages Teacher or Network Support Team may also be consulted. Staff will work alongside other professionals and parents to devise individual education plans with achievable targets tailored to the child's specific needs, interests, and development.

A copy of this policy is available to view in the Policy Folders held in the Nursery Office and Nursery Playrooms.

Reviewed: November 2024

Date of Next Review: November 2025