



Ghanshyam Nursery School

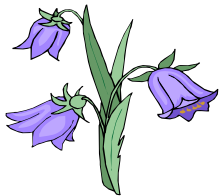
'laying the foundations for life'

We strive to provide the highest quality childcare facilities and personnel for the social, personal, cultural and religious advancement of the child



January 2023 Newsletter

What we will be learning



Bluebell Room

This month we will be learning about 'winter'. We will be doing a variety of activities such as ice play and instant snow. We will be introducing vocabulary about winter and learning about appropriate clothing. We will be also welcoming the new children.

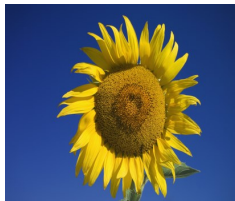
Parent Partnership: Provide opportunity to explore outside environment through talking about the weather in winter.



Tulip Room

This month we will be learning about various types of transport. We will learn about how they are different from one another and useful in daily life to get to different places.

Parent Partnership: To look at different transport in our everyday environment and provide opportunity for the children to use them.



Sunflower Room 1

We will be looking at numbers, the concept of pairs and odd ones out. The children will begin to understand that number of objects will change when something is added or taken away. The children will learn problem solving skills.

Parent Partnership: Get the children to help pair up socks with you to help understand pairing and odd ones out.



Important dates...

14th January: Kite Flying Day

26th January: Indian Republic Day

Wear traditional clothes



Inset days 2023

Friday 17th February

Friday 2nd June

Friday 18th August

Wednesday 15th November





Sunflower 2

This month we will be looking at opposites. Children will learn this in different concepts such as hot/cold, wet/dry and light/dark. We will do this through exploring a range of

materials.

Parent Partnership: Encourage children with their shapes and help with phonic sounds and numbers

Patotsav Show

Thank you to the parents who permitted their children to take part in this year's Nursery Patotsav show, celebrating the 26th inauguration of our beloved Ghanshyam Maharaj. All the children were amazing and they thoroughly enjoyed practicing and performing with their lovely costumes.

A big thank you to all the staff who put a lot of time and effort into making the show a success to witness the amazing performances by our very talented children.

Each participating child will receive a small token of appreciation on behalf of the temple.

Governors message

Parent governor —We had two parents who applied for the role of a parent governor. As a result, voting will take place in the first week of January 2023 and one parent will be chosen to sit on the governing body for this year.

Concession Policy — In addition to the heavily subsidized nursery fees, The Temple offers concession to the parents/families who have and continue to serve Harrow Mandir. Their service could be financial or non-financial. Each application is authorized by the senior temple representatives. Please ask for the policy and apply for the concession if you think you meet the set criteria. Please note that application does not warrant automatic concession.

Please see attached Policy.

The policy of the month is:

Promoting Positive Behaviour Policy

Please see attached policy

Schools

School admissions for September 2022 need to be submitted before 14th January 2023 The website address for admission registration is www.eadmission.org.uk



Child Absences

If your child is going to be absent for any reason/s, kindly call the Nursery on 020 8909 9389 option 1 before 9.30am so we can plan staffing and activities accordingly.

Leave a message if we are busy.

Alternatively, please email the nursery.

Nursery Contact

Please can all parents ensure they have the nursery mobile number

Happy Birthday

Neev - 2

Naaya - 4

Veeha - 4



Promoting positive behaviour

Ghanshyam Nursery School is committed to safeguarding and promoting the welfare of children as we believe that this is of paramount importance. We expect all staff and volunteers to share this commitment. We uphold the rights of everyone to equality under the law regardless of gender, age, race, belief, ability, disability, sexual orientation or identity.

We believe that our core school motto ('Laying the foundations for life' - We strive to provide the highest quality child-care facilities and personnel for the social, personal, cultural and religious advancement of the child) and British values are not mutually exclusive. We focus on ensuring our work is effective in securing this motto; challenging children, staff and parents/carers who express opinions contrary to the British values with regard to our duty to prevent extremism and radicalisation. Ghanshyam Nursery School has the highest regard for the safety of the children in our care and will carry out its duties to safeguard and promote the welfare of children at all times.

Policy statement

We believe that children flourish best when their personal, social and emotional needs are understood, supported and met and where there are clear, fair and developmentally appropriate expectations for their behaviour.

As children develop, they learn about boundaries, the difference between right and wrong, and to consider the views and feelings, and needs and rights, of others and the impact that their behaviour has on people, places and objects. The development of these skills requires adult guidance to help encourage and model appropriate behaviours and to offer intervention and support when children struggle with conflict and emotional situations. In these types of situations key staff can help identify and address triggers for the behaviour and help children reflect, regulate and manage their actions.

Procedures

In order to manage children's behaviour in an appropriate way we will:

- attend relevant training to help understand and guide appropriate models of behaviour;
- implement the setting's behaviour procedures including the stepped approach;
- have the necessary skills to support other staff with behaviour issues and to access expert advice, if necessary;
- ensure all staff complete the Promoting Positive Behaviour programme, on Educare (<http://pre-school.educare.co.uk/Login.aspx>)

Stepped approach

Step 1

- We will ensure that EYFS guidance relating to 'behaviour management' is incorporated into relevant policy and procedures;
- We will be knowledgeable with, and apply the setting's procedures on Promoting Positive Behaviour;
- We will undertake an annual audit of the provision to ensure the environment and practices supports healthy social and emotional development. Findings from the audit are considered by management and relevant adjustments applied.
- Ensure that all staff are supported to address issues relating to behaviour including applying initial and focused intervention approaches (see below).

Step 2

- We address unwanted behaviours using the agreed and consistently applied initial intervention approach. If the unwanted behaviour does not reoccur or cause concern, then normal monitoring will resume.
- Behaviours that result in concern for the child and/or others will be discussed between the key person, the behaviour coordinator and Special Educational Needs Coordinator (SENDCo) or/and manager. During the meeting, the key person will use their knowledge and assessments of the child to share any known influencing factors (new baby, additional needs, illness etc.) in order to place the behaviour into context. Appropriate adjustments to practice will be agreed and if successful normal monitoring resumed.
- If the behaviour continues to reoccur and remain a concern, then the key person should liaise with parents to discuss possible reasons for the behaviour and to agree next steps. If a cause for the behaviour is not known or only occurs whilst in the setting, then the SENDCo will suggest using a focused intervention approach to identify a trigger for the behaviour.
- If a trigger is identified, then the SENDCo and key person will meet with the parents to plan support for the child through developing an action plan. If relevant, recommended actions for dealing with the behaviour at home should be agreed with the parent/s and incorporated into the plan. Other members of the staff team should be informed of the agreed actions in the action plan and help implement the actions. The plan should be monitored and reviewed regularly by the key person and SENDCo until improvement is noticed.

Step 3

- If, despite applying the initial intervention and focused intervention approaches, the behaviour continues to give occur and/or is of significant concern, then the behaviour coordinator and SENDCo will invite the parents to a meeting to discuss external referral and next steps for supporting the child in the setting.
- It may also be agreed that the Common Assessment Framework (CAF) or Early Help process should begin and that specialist help be sought for the child if deemed necessary – this support may address either developmental or welfare needs. (See Supporting Children with SEN policy 9.2) If the child's behaviour is part of a range of welfare concerns that also include a concern that the child may be suffering or likely to suffer significant harm, follow the Safeguarding and Children and Child Protection Policy (1.2).
- Advice provided by external agencies should be incorporated into the child's action plan and regular multi-disciplinary meetings held to review the child's progress.

Initial intervention approach

- We use an initial problem solving intervention for all situations in which a child or children are distressed on in conflict. All staff use this intervention consistently.
- This type of approach involves an adult approaching the situation calmly, stopping any hurtful actions, acknowledging the feelings of those involved, gathering information, restating the issue to help children reflect, regain control of the situation and resolve the situation themselves.
- High Scope's Conflict Resolution process provides this type of approach but equally any other similar method would be suitable. Periodically the effectiveness of the approach will be checked.

Focused intervention approach

- The reasons for some types of behaviour are not always apparent, despite the knowledge and input from key staff and parents.
- Where we have considered all possible reasons, then a focused intervention approach should then be applied.
- This approach allows the key person and behaviour coordinator to observe, reflect, and identify causes and functions of unwanted behaviour in the wider context of other known influences on the child.
- We follow the ABC method which uses key observations to identify a) an event or activity (antecedent) that occurred immediately before a particular behaviour, b) what behaviour was observed and recorded at the time of the incident, and c) what the consequences were following the behaviour. Once analysed, the focused intervention should help determine the cause (e.g. ownership of a toy or fear of a situation) and function of the behaviour (to obtain the toy or avoid a situation) and suitable support will be applied.

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.

Use of physical intervention

- The term physical intervention is used to describe any forceful physical contact by an adult to a child such as grabbing, pulling, dragging, or any form of restraint of a child such as holding down. Where a child is upset or angry, staff will speak to them calmly, encouraging them to vent their frustration in other ways by diverting the child's attention.
- Staff should not use physical intervention – or the threat of physical intervention, to manage a child's behaviour unless it is necessary to use "reasonable force in order to prevent children from injuring themselves or others or damage property" (EYFS).
- If "reasonable force" has been used for any of the reasons shown above, parents are to be informed on the same day that it occurs. The intervention will be recorded as soon as possible within the child's file, which states clearly when and how parents were informed.
- Corporal (physical) punishment of any kind WILL never be used or threatened which could adversely affect a child's well-being.

CONCESSION POLICY

Ghanshyam Nursery School is committed to safeguarding and promoting the welfare of children as we believe that this is of paramount importance. We expect all staff and volunteers to share this commitment. We uphold the rights of everyone to equality under the law regardless of gender, age, race, belief, ability, disability, sexual orientation or identity.

We believe that our core school motto ('Laying the foundations for life' - We strive to provide the highest quality childcare and learning facilities and personnel for the social, personal, cultural and religious advancement of the child) and British values are not mutually exclusive. We focus on ensuring our work is effective in securing this motto; challenging children, staff and parents/carers who express opinions contrary to the British values with regard to our duty to prevent extremism and radicalisation. Ghanshyam Nursery School has the highest regard for the safety of the children in our care and will carry out its duties to safeguard and promote the welfare of children at all times.

1. INTRODUCTION

The status of this policy is advisory only. It is addressed to parents of children and of prospective children, school finance team and SKSST trustees. This policy will be reviewed on a regular basis in conjunction with the temple charity. Due to the limited financial resources not every eligible application for a concession will be successful (for example, the concessions are funded from any surplus which is due to the SKSS Temple from the Ghanshyam Nursery or from Donating Sponsors and in some years there may not be any such surplus or donating sponsors to fund concessions). As such, you may not get concession even if you meet all the criteria. The limited nature of the concession fund is at the total discretion of the Mandir's Trustees and the Managing committee only, independent of the Ghanshyam Nursery.

Whilst we try to keep our terms and conditions as brief as possible, nonetheless, because we are caring for very young children, we are naturally obligated to many rules, regulations and also a good deal of legislation. We take our responsibilities very seriously and we have to be very clear to our parents and carers about the framework within which we operate.

2. THE NURSERY SCHOOL CONCESSION

This scheme is designed to allow children from families of the temple community (see below) that would not normally have the resources to pay for a private nursery school education the opportunity to benefit from the start in life such an education provides. It is not designed to help middle-income families who can afford full fees.

Applications must first be made through completing the concession form which is available from the manager or the temple office. The usual stage of entry is from 18 months of age. Pupils will not usually have already started at the school, but should have an enrolment number before making the application.

The objective is also to relieve hardship by providing financial support for any of the following persons who are in necessitous circumstances:

- A. Any **parent** of the child who has or shall have been a member of SKSS Temple. The parent must be registered on the temple's database and have had a donor number for at least the past two (2) years with appropriate levels of financial and non-financial contributions.
- B. Any **parent** who has or shall have been an official or employee of SKSS Temple, the widows/widowers children, or other dependents of any such person as aforesaid or of a deceased person who was at one time a member of SKSS Temple.
- C. Any **grandparent** who has or shall have been an official, an active member or employee of SKSS Temple and have contributed either through a long-term act of charitable activities or financial contribution/s to the temple or towards the charitable facilities.
- D. Any other class of persons connected with education or schools and not for the time being members of SKSS temple. This could be a member of staff of the nursery or Gujarati School.

It will also be used to promote the education of children of members or deceased members of the teaching profession by providing financial support for them to start their education in the nursery where their families' financial circumstances are such that they would otherwise be prevented from doing so.

Other example factors that will be considered (not an exhaustive list):

- Extent of community service to SKSST – Kenton Harrow.
- Practising Swaminarayan Faith and Mandir attendance at least monthly for at least one year (difficulties caused by disability or other unavoidable cause will be taken into account).
- Parents unable to obtain allowances from other means.
- Parents (especially Single Parent) on low income who need to work full time to provide for the family and cannot do so due needing to look after their child.
- Evidence by wage slips, P60 or tax return for self-employed.
- Evidence of position at work and Company working for.
- Details of any income support, disability allowance or universal credit.
- Disabilities (physical or learning) allowances.

There are currently four outcomes of the concession application based on the extent to which the criteria's above are met and as determined by the decision making process. (Note: as mentioned above meeting the criteria does not guarantee concession due to the limited nature of the concession fund which is at the total discretion of the Mandir's Trustees and the Managing committee only, independent of the Ghanshyam Nursery):

1. Application failed to receive any concession
2. Up to £50 of what the Parent will end up paying after other grants or already discounted fees;
3. Up to £80 of what the Parent will end up paying after other grants or already discounted fees;
4. Up to £150 of what the Parent will end up paying after other grants or already discounted fees.

The above concession applies to children from the age of 12 months to 36 months. **Children over 3 years old who receive funding from their local councils will have the concession cease except for families who are in hardship or children under the age of 3 who are in receipt of council grant.** Alternatively, consider moving them down to lower level concession. Concessions are for parents who reside with their child and for whom they have parental/legal guardian responsibility.

3. EXCLUSIONS

Children of parents with high incomes or high assets are not normally considered for concession or help except when there are compassionate circumstances affecting the financial stability of the family. We anticipate that the families we support will have joint net assets usually in the form of a home and low incomes. They will NOT have any of the following examples (not exhaustive list):

- Significant savings;
- A child already at an independent school fully funded by the parents;
- A second property or land holdings;
- Frequent or expensive holidays;
- Expensive houses or cars.

The Trustees and the Managing committee reserves the right to exercise its discretion and its decision is final; there is no appeals procedure, and it is the responsibility of the applicants' family to provide true and accurate information, which will be attested to and signed for accordingly. The committee reserves the right to check all evidence supplied by interested parties and lack of evidence or untimely response will affect the application decision. Concession will be immediately terminated should evidence prove non-factual and/or inaccurate. The committee will make concession to families which are the neediest. They will review the concession amount minimum every 12 months to check that circumstances have not changed, and the pupil's progress, behaviour, attendance (*minimum 90% - other absences must be preapproved and authorized or supported by Doctor's certificate*), and attitude is in line with the school's expectations, and of course reserves the right to make changes or totally withdraw the concession at any time, including for lack of response to communication from the Nursery/ Mandir. However, it is the responsibility of the Parent to inform the committee of any change in circumstances that could affect the application of the concession, e.g. changes in criteria under section 2 and 3 above.

The application process and approval can take between 1-2 months and will not be backdated. The completion of the application form does not guarantee successful application and you may not be provided any concession. All applications are reviewed by at least 2 members of The Trustees and the Managing committee, and in the case of a disagreement or conflict of interest (i.e. the application is from a related party, such as a close family member of the trustee/ committee member) a third member will be asked their opinion to ensure no discrimination has taken place before making the final decision.

During a pandemic or any natural or person-made disasters that effects the running of the Nursery, for example, the Nursery is closed, the Trustees and the Managing committee reserves the right to stop the concessions.

The concession is restricted to Ghanshyam Nursery fees only. For avoidance of any doubt it does not apply to any other expenses or costs associated with the Child's education.

4. CONFIDENTIALITY and DISREPUTE

All concession applications are treated in the strictest confidence. Young children will not be made aware that they benefit from concession unless informed by their parents. **The parents should not discuss the level of benefit to any other members of the public, staff or community groups.** The Nursery or Mandir should also not be bought into disrepute. If these circumstances are not met there is a risk of any concession being withdrawn.

5. DATA PROTECTION

All information provided by parents in connection with an application for a concession will be processed in accordance with data protection principles as set out in the Data Protection Act 1998 and General Data Protection Regulation (GDPR). Data will be processed only for the purposes of considering applications for concession and determining the success of such applications and the information provided will not be used for any purpose.

6. COMPLAINTS

The SKSS Temple complaints policy is available from the Temple office – info@sksst.org

AFTER READING THIS POLICY AND IF YOU THINK YOU QUALIFY FOR CONCESSION, PLEASE SPEAK TO A MEMBER OF THE SENIOR LEADERSHIP TEAM TO ISSUE YOU WITH A COPY OF THIS POLICY AND THE APPLICATION FORM.