

LAMPHEY PLAYGROUP.

BEHAVIOUR MANAGEMENT POLICY.

The purpose of this policy is to establish clear guidelines for behaviour in the playgroup, ensuring a safe, positive, and supportive environment for all children.

The policy is designed to foster respect, cooperation, and emotional growth while promoting a sense of security and well-being for every child and for the development of morals and values whilst advocating acceptable behaviour in children. Deliberate bad behaviour is never acceptable.

Our policy adheres to the National Minimum Standards for Regulated Childcare for children up to the age of 12 years in Wales (NMS) and Care Inspectorate Wales (CIW) guidelines and reflects our commitment to providing a safe and respectful environment for all children and staff.

Adults involved in the group are aware of their role in promoting behaviour and will:

- Act as a good role model by showing consideration, respect and good manners to, and for, others particularly the children.
- Provide a social environment where activities are stimulating and appropriate for the developmental stages of the children.
- Provide situations where each individual can enjoy freedom without threatening the enjoyment of others.
- Understand age/stage appropriate behaviour.
- Encourage children to develop self-discipline.
- Be positive, constructive and fair, rewarding and praising acceptable behaviour.
- Be able to differentiate between deliberate and accidental occurrences.
- Be aware that there may be underlying problems when unacceptable behaviour occurs.
- Use appropriate language and establish eye contact when talking to the children.

- Work with parents and carers to promote and encourage acceptable behaviour.
- Any incidents of bullying within the group will be investigated and dealt with as soon as possible.
- Any incident of bullying will be taken seriously and dealt with in a positive manner.
- Support and help will be given to a child being bullied.
- Support and help will be given to the child who has been bullying others, in a positive manner to prevent other incidents from occurring.
- Always respect confidentiality.

CHILDREN WILL NEVER BE SMACKED, SHAKEN, HUMILIATED, SHOUTED AT, INTIMIDATED, SHAMED, RIDICULED, THREATENED, LEFT IN ISOLATION OR MADE TO FEEL UNWANTED OR UNDERVALUED.

Adults will never use any form of physical intervention e.g. holding, unless it is necessary to prevent personal injury to the child, other children, and an adult or serious damage to property.

All serious incidents will be recorded and parents informed of the incident on the day.

BULLYING

- Bullying is defined as a deliberate action that is violent, humiliating, intimidating, shaming, ridiculing, threatening or leaves a child feeling undervalued.
- Children who appear to be bullying other children will be dealt with appropriately.

Dealing with inappropriate behaviour: -

1. Positive action will be used to change behaviour. Emphasis will be made on praising children for good behaviour rather than highlighting bad behaviour.
2. Where necessary it is the action that will be criticised and not the child.
3. Adult reaction will be appropriate to the age/stage of development of the child.
4. Intervention will take place as soon as possible after the incident.
5. Clear specific language will be used to describe the behaviour.
6. The whole staff team will use consistent methods. Empty threats will not be used.
7. A firm steady voice will be used, but children will not under any circumstances be shouted at or labelled.
8. Disapproval of the act will be shown by tone of voice and body language.
9. The child will be spoken to at his/her level. The effects and consequences of his/her action will be explained to them; it will not be assumed that the child will know why he/she is being spoken to, or that he/she has acted inappropriately.
10. All explanations will be kept short as possible not to overwhelm the child.
11. Explanations will be given as to how the situation could have been handled differently.
12. If the child is being uncooperative, he/she will be told that he/she will be removed from the situation if he/she does not change his/her behaviour.
13. If a child's behaviour continues to be disruptive after initial strategies have been used, the child will be offered the opportunity to spend some time in a quieter area of the setting with a staff member. The staff member will provide calm and supportive

supervision, remaining nearby until the child feels ready to rejoin the group and participate positively. This approach is intended to help the child regulate their emotions and behaviour in a safe and supportive environment, rather than as a form of punishment.

14. Appropriate activities, such as circle time, stories, role play etc. will be used to support behaviour management without directing the action to the child.

15. The parent will be informed of any inappropriate behaviour without the child being present.

16. Where necessary the group will work with parents to modify behaviour within the group or if the parent is experiencing difficulties at home.

17. If behaviour is ongoing (daily) the behaviour will be monitored, recorded and shared with parents. Where appropriate the information will be shared with relevant professionals after permission has been given from the child's parents/carer.

Positive Behaviour Reinforcement: -

Praise: Verbal recognition and encouragement for positive behaviour.

Rewards: Use of stickers, stamps, or small rewards to acknowledge good behaviour.

Role Modelling: Staff will model appropriate behaviour for children to see.

Visual Aids: Use of charts and visuals to reinforce expected behaviours and track progress.

Parental Involvement

Communication: Open communication with parents/guardians is encouraged to ensure a consistent approach to behaviour management.

Feedback: Parents are welcome to provide feedback on the behaviour management policy and its implementation.

If there are any changes to this policy (Behaviour) the CIW will be contacted within 28 days.

	Date	Signature
Adopted	July 2025	
To be Reviewed	July 2026	