**BEHAVIOUR MANAGEMENT POLICY**

The Norwegian Kindergarten will endeavour to create an atmosphere that encourages good and positive behaviour, we believe that children flourish best when they know how they are expected to behave, and gain respect through interaction with caring adults who show them respect and value their individual personalities.

Children need to have set boundaries of behaviour for their own and others safety. Within the Kindergarten we aim to set these boundaries in a way that helps the child to develop a sense of significance of their own behaviour, both on their own environment and those around them.

This policy will identify to staff a whole Kindergarten approach to the management of children`s behaviour, including development strategies to be used in response to negative behaviour, and to involving parents and carers where needed. We expect all members of our setting – children, parents and staff to keep to guidelines, requiring these to be applied consistently. We also work in partnership with children`s parents and carers who are regularly informed about their child`s behaviour.

The Behaviour Management Policy will provide staff with the guidance required to ensure a consistent and positive approach to children`s behaviour. Within the Kindergarten, staff will aim to provide positive role models for children through their interactions with each other and appropriate behaviour. Staff`s expectations for children`s behaviour should be high and, at all times, they should be lead by example.

Staff should aim for children to learn to:

* Leave their parents/carers happily and with confidence.
* Participate in group activities and develop the skills of sharing and taking turns in their play.
* Participate in making classroom rules and follow them.
* Ask for and be willing to receive help or advice from others.
* Follow simple instructions appropriate to their individual stage of development.
* Enjoy and respond to praise.
* Develop skills of concentration when involved in both self-initiated and adult-directed activities.
* Demonstrate good manners at all times.
* Show consideration and respect for the Kindergarten equipment and resources, and for others belongings.
* Establish consistency in behavioural responses between home and Kindergarten and when spending time with different adults.

Staff should:

* Recognise the individuality of all our children.
* Support each child in developing self-esteem, confidence and feelings of competence.
* Provide a key worker system enabling staff to build a strong and positive relationship with children and their families.
* Work in partnership with parents and carers by communicating openly.
* Praise children and acknowledge their positive actions and attitudes therefore ensuring that children see that we value and respect them.

By having a Behaviour Management Policy, staff working at the Norwegian Kindergarten in London recognise that most children, at certain stages in their development, demonstrate behaviour that is generally considered negative. On occasion, children may demonstrate negative behaviour through physical responses such as biting or kicking, or may vocalise their displeasure. Regardless of their behaviour, all staff are required to respond to children in a calm and positive manner.

When children behave in unacceptable ways:

* They should not be singled out or humiliated in any way. The staff within the kindergarten will redirect the children towards alternate activities and a discussion will take place respecting the child`s level of understanding.
* Staff will not raise their voice in a threatening way.
* Children should not be physically restrained, unless to prevent physical injury to children or adults and/or serious damage to property.
* Parents will be informed if their child is unkind to others or if their child has been upset. Parents may be asked to meet with staff to discuss their child`s behaviour.
* Confidential records of negative behaviour may be kept.

The Kindergarten staff recognise that on occasion, young children may be the victim or perpetrator of bullying. The Kindergarten follows a Zero Tolerance policy on bulling.

The Kindergarten staff will work to support and resolve such issues by:

* Examining the issue by listening to the children involved and taking their feelings into consideration
* Explaining to the children involved why occurred behavior is wrong (at a level appropriate to the child’s age and understanding)
* Explaining to the children how to think emphatically of each other and being considerate of each other (at a level appropriate to the child’s age and understanding)
* Helping the children resolve the matter and teaching them the importance of apologising in conflict resolution
* Teaching the children the importance of inclusiveness
* Inform the children’s parents of situation and offer to support parents in communicating with their child in the said situation

Although it is hoped that such situations will not occur children will need their own time and space, and it is not always appropriate to expect a child to share. It is also important to acknowledge children`s feelings and to help them understand how others might be feeling. However, children must be encouraged to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour.

Staff should ensure sensitivity in their management of any child who bullies another. They should ensure that the inappropriateness of the behaviour and that of the consequences are made clear, taking account of the child`s maturity and level of understanding.

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To be reviewed annually