

Code of conduct for staff

We are committed to ensuring that all children are safeguarded whilst in our care.

We will always:

- Treat all children equally, fairly and with respect
- Speak to every child in a warm and caring manner, giving them encouragement and choices rather than issuing orders and demands
- Engage every child in purposeful, developmentally appropriate play/activities that follow their interests
- Be available to any child who requires our attention or who seeks out comfort
- Clean children immediately in the event of them or their clothes being soiled
- Allow all children to be independent and respect their right to privacy, offering support when required
- Set a good example to children and adults in manners, appearance and attitude
- Act professionally and courteously to colleagues, parents and visitors, respecting confidentiality when required
- Challenge unacceptable practice and report allegations or suspicions of abuse or neglect without delay

We will not:

- Shout at children
- Smack, hit or slap children or inflict any other form of corporal punishment
- Restrain children (unless in line with behaviour management policy)
- Engage in appropriate behaviours which could harm a child
- Show favouritism or seek out or impose affection on a child who does not ask for it
- Use foul/explicit language or discuss inappropriate/adult subjects
- Take photographs or videos of children without parent's permission and never using our own camera/mobile phone
- Use derogatory remarks or engage in any repressive behaviour such as bullying, racism, sexism or taunts about disability, family background or lifestyle
- Use threatening language or body language
- Drink, smoke or take drugs

Whilst out of the nursery with or without children:

- Adhere to all above
- Please see outings and trips policy
- Represent the nursery in a positive and professional manner
- Use common courtesies
- Be respectful to the wider community and the environment
- Be a positive role model



The above also applies to volunteers and students

This policy was adopted on	Signed on behalf of the nursery	Date for review
<i>September 2022</i>	<i>Emilia Olkowska</i>	<i>September 2023</i>