

1.2b Staff Behaviour Policy

Policy statement

At Filton Park Pre-School Playgroup we have high expectations for staff behaviour. We treat all children and their families with dignity and respect.

Links to other policies

Our Staff Behaviour Policy links to the following pre-school policies:

- 1.2 Safeguarding children and child protection
- 9.1 Valuing diversity and promoting equality

Aims and principles

The Filton Park Pre-School Playgroup Staff Behaviour Policy provides a framework to ensure that staff behaviour does not inadvertently lay them open to allegations of abuse. Staff need to treat all children and their families with respect and try, as far as possible, not to be alone with a child. Where this is not possible, the staff member needs to ensure that others are within earshot and are aware of the situation. Any physical contact should be restricted to what is needed to enable the child to feel comfortable and cared for, or what is required for restraint to keep everyone safe.

Physical contact with children

There are occasions when it is entirely appropriate and proper for staff to have physical contact with children, but it is crucial that they only do so in ways appropriate to their professional role. Staff should therefore use their professional judgement at all times. Physical contact should never be secretive, or for the gratification of the adult, or represent a misuse of authority. If a staff member is concerned that an action could be misconstrued, they should call another staff member to be present and act as a witness.

Physical restraint

Any physical restraint is only permissible when a child is in danger of inflicting an injury on him/herself or on another person, and then only as a last resort when all other efforts to diffuse the situation have failed. Another member of staff should, if possible, be present to act as a witness. All incidents of physical restraint should be recorded in a child's file and parents/carers informed the same day or as soon as reasonably practicable.

Confidentiality

Staff members should never give guarantees of confidentiality to children or their family members wishing to tell them about something serious. They should guarantee only that they will pass on the information to the minimum number of people who must be told in order that proper action is taken to sort out the problem and

that they will not tell anyone who does not need to know. They will also take what steps they can to protect the informing child or adult from any retaliation or unnecessary stress that might be feared after a disclosure has been made.

This policy was adopted at a meeting of	<u>Filton Park Preschool Playgroup</u>	<i>(name of provider)</i>
Held on		<i>(date)</i>
Date to be reviewed	<u>Sept/Oct 2020</u>	<i>(date)</i>
Signed on behalf of the provider		
Name of signatory	<u>Adrian Reed</u>	
Role of signatory (e.g. chair, director or owner)	<u>Chair</u>	