

Safe and Respectful Care

The safe and respectful care policy may complement the Nappy Changing, Intimate Care Policy and potty training.

At Wood St Nursery we believe that all children have the right to feel safe, secure and happy. This involves nursery staff being responsive to and respecting children's needs, whilst maintaining professionalism.

To promote good practice and to minimise the risk of misunderstanding or allegations we have the following guidelines:

We recognise it is appropriate to be warm and affectionate with children. We help staff to recognise the importance of responding to children's need and cues, and not their own. When comforting children, staff are advised to always be in view of other practitioners whenever possible. We recognise that there may be occasions where it is appropriate to be in a quiet space away from others, such as when a child is ill. In these circumstances, staff are advised to leave doors open. It is the duty of staff and managers to ensure that children are appropriately comforted and to monitor practice.

Staff at Wood St Nursery-

- leave the bathroom door open when changing children's nappies or soiled/wet clothing
- are trained to understand what is inappropriate behaviour, such as over-tickling, overly boisterous play (including allowing children to climb on you), or inappropriate questions (such as asking children if they love you). Senior staff will notice and train new staff in the moment and we expect all staff to report any concerning practice
- are respectful of each other and the children and families in the nursery and do not use inappropriate language or engage in inappropriate behaviour at any time. Please see the Bullying and Sexual Harassment, Anti-Racism Policy
- are aware of the Safeguarding reporting processes and whistleblowing procedures

The nursery culture of managers and senior staff being on the floor for significant amounts of time each week alongside a culture of reflecting and learning ensures safe practice.

If a parent or member of staff has concerns or questions about care practice or staff behaviour, they are urged to see the manager at the earliest opportunity. Management will challenge inappropriate behaviour in line with the supervision/disciplinary or whistleblowing procedures. If the concern relates to the manager and/or nursery owner then parents should contact Ofsted or the local authority LADO team. Please see the whistle blowing policy for more details.