



## **Staff Code of Conduct Policy**

Brereton Playgroup and Pre-school is committed to ensuring that children are effectively safeguarded whilst in our care.

### **We are committed to**

- Treating all children with respect.
- Treating every child in a warm caring manner and always being available to offer any comfort or support whenever needed.
- Fostering children's independence and only providing support as it is required.
- Respecting a child's dignity and privacy when attending to personal care.
- Being a good role model in terms of our appearance, behaviour and attitude.
- Dealing with our colleagues, parents, and visitors in a courteous and professional manner.
- Respecting confidentiality at all times.
- Providing children with stimulating and developmentally appropriate play experiences, based on observation.
- Making sure we are always in sight/hearing of another member of staff.
- Challenging inappropriate behaviour and practices and reporting all allegations of abuse without delay.

### **We will actively avoid**

- Using raised voices when speaking to children.
- Using any form of corporal punishment to discipline a child.
- Restraining children unless in exceptional circumstances to prevent harm to the child or others.
- Engaging in inappropriate behaviour
- Having favourites or imposing affection upon a child who has not requested it.
- Taking video or photos without parental consent.
- Using personal equipment to video or photograph a child.
- Using foul language or discussing adult subject matter on the premises.
- Making any negative comments based on age, marital status, gender, sexual preference, disability, race or religion.
- Engaging in any behaviour which could be regarded as harassment or bullying.

**Date of policy approval**

**Sept 2018**

**Date of policy review**

**Sept 2019**