



Pollington Preschool
A Place To Belong

Practitioner Behaviour Policy

At Pollington Preschool, we recognise our moral and statutory responsibility to safeguard and promote the welfare of all children at all times. We endeavour to provide a safe and welcoming environment where children are respected and valued. We will act quickly and follow our procedures to ensure children receive early help and effective support, protection and justice.

To meet and maintain our responsibilities towards children we need to agree standards of good practice which form a code of conduct for all practitioners. Good practice includes:

- treating all children with respect
- being alert to changes in children's behaviour and to signs of abuse and neglect
- recognising that challenging behaviour may be an indicator of abuse
- setting a good example by conducting ourselves appropriately, including the use of online forums, in accordance with the social networking policy.
- involving children in the decisions that affect them.
- encouraging positive, respectful and safe behaviour amongst the children including challenging inappropriate or discriminatory language or behaviour.
- avoiding behaviour or language which could be seen as favouring individual children.
- avoiding any behaviour which could lead to suspicions of anything other than a professional relationship with a child(ren).
- reading and understanding our child protection policy and guidance documents on wider safeguarding issues, for example bullying, behaviour, and appropriate IT/social media use.
- asking the child's permission before initiating physical contact, such as assisting with dressing, changing a nappy, wiping noses, cleaning faces or asking if they would like a hug after a significant event or administering first aid.

- maintaining appropriate standards of conversation and interaction with and between children. Avoiding the use of sexualised or derogatory language, even in jest.
- being clear on professional boundaries and conduct with other staff and/or parents when children are present.
- being aware that the personal, family circumstances and lifestyles of some children can lead to an increased risk of abuse.
- applying the use of reasonable force/restraint only as a last resort and in compliance with Pollington preschool procedures
- dealing with children’s infatuations in an open and transparent way e.g. informing the correct managers and managing the situation in a way which is sensitive to the feelings of the child.
- referring all concerns about a pupil’s safety and welfare to the DSL, or, if necessary directly to police or children’s social care
- following the preschool’s rules with regard to communication with pupils and use of social media and online networking.
- avoiding unnecessary time alone with pupils and risk manage any time alone or 1:1 working.
- avoiding sharing excessive personal information with pupils and their families.
- maintaining a culture of continued professional development and complete any relevant training to enhance our safeguarding practice.

As a key educator of Pollington Preschool, I hereby agree to fully commit to the code of conduct as laid out above and commit to support children’s wellbeing at all times. I understand that a breach of any of the above could result in disciplinary action.

Signed:..... Date:

Position:.....

Manager: Date:

Safer Working Practices in Education guidance 2015

<http://www.safeguardingschools.co.uk/wp-content/uploads/2015/10/Guidance-for-Safer-Working-Practices-2015-final1.pdf>

This policy was adopted by

Pollington Balne

(name of

Preschool

provider)

On

(date)

Date to be reviewed

(date)

Signed on behalf of the provider

Name of signatory

Role of signatory (e.g. chair, director or
owner)
