# Warmley Preschool – Equal Opportunity

## Promoting Positive Adult Behaviour

### *Policy statement*

The preschool follow rules and guidelines to ensure the best behaviour from children and staff. This policy outlines behaviours the preschool would like parents and carers to adopt to ensure consistency of learning and safeguarding when at the setting.

### *Procedures*

The preschool expect our parents and carers to:

* Respect the caring ethos of our preschool
* Understanding that practitioners and parents work tighter for the benefit of our children.
* Treat all members of the preschool community with respect by setting a good example in language and behaviour.
* Correct your child’s behaviour at drop off and collection times, where it could otherwise lead to conflict, aggressive behaviour or unsafe behaviour.
* Avoid using staff as threats to admonish your child’s behaviour.

In order to support a peaceful and safe environment the preschool have the following rules.

* You may not use mobiles phones in or around the setting. Phones must be switched off or place in the phone drawer when in the preschool main room.
* You may not use a camera phone or camera device at any time in the setting or foyer to the preschool without permission from the leader, such as Easter Parades, Nativity Play.
* Our staff are not permitted to become friends with parents on social media such as Facebook and Instagram. Please review our Social Media policy for more information.
* Our staff are unable to undertake paid or unpaid babysitting or caring activities outside of the preschool at any time. This includes daytimes, evenings, nights, weekends, Bank Holidays, or while on any form of leave.
* Our staff are strongly discouraged from contact with parents and carers on a personal level outside of the preschool due to confidentially issues. Please see our ‘Confidentiality and Client Access to Records’ policy for more information.
* Please do not exhibit disruptive behaviour which interferes or threatens to interfere with the operation of the preschool. This includes the indoor areas and the outdoor areas.
* Please do not use loud or offensive language, swearing, cursing or display temper.
* We will take action against any person threatening to do actual bodily harm to a member of staff, another parent or carer, visitor or child, regardless of whether or not their behaviour constitutes a criminal offence.
* We will take action against any person damaging or destroying the preschool property.
* We will take action against any person sending abusive or threatening emails, text messages, phone messages, voice mail, messages or other written communication to any member of staff, another parent or carer, visitor or child.
* We will take action against any person making defamatory, offensive or derogatory comments regarding the preschool or any of the children, parents or staff at the preschool on Facebook or other social networking sites. Any concerns you have about the preschool must be made by speaking to the leader so they are able to deal with the matter fairly, appropriate and effectively for all concerned.
* We will take action against any person using physical aggression towards another adult or child. This includes physical punishment against their own child on our premises.
* We will take action against any person approaching someone else’s child in order to chastise them because of the actions of this child towards their own child. Approaching a child may be seen to be an assault on that child and may have legal consequences.
* Smoking is not permitted at any time in the building, or grounds of the setting.
* Pets are not permitted within the setting or premises at any time.

Should any of the above behaviour occur on our premises we may feel it is necessary to contact the appropriate authorities and if necessary a ban on the offending adult from entering the preschool premises.

We hope that parents, carers and visitors will assist us with implementing this code of conduct and we thank you for your continued support of the preschool.

## Adoption of Policy

This policy was adopted as follows:

|  |  |
| --- | --- |
| **Meeting of** |  |
| **Date held** |  |
| **Date for review** |  |

Signed on behalf of the management committee:

|  |  |  |  |
| --- | --- | --- | --- |
| **Name of Signatory** |  | | |
| **Signature** |  | | |
| **Role of Signatory** |  | **Date** |  |