

Working with young children to ensure they feel safe, secure and happy involves Nursery staff being responsive to their needs, whilst maintaining professionalism. This includes giving children cuddles and changing children's nappies or clothes.

To minimise the risk of allegations the Nursery promotes good practice in the following ways:

- Although it is appropriate to cuddle children, staff are advised to usually do this in view of other children and practitioners. There may be occasions, for example, when a child is ill and needs comforting, where it is appropriate for this to happen away from others. In these circumstances staff should consider leaving the door open. It is the duty of all staff and the Head of Nursery to ensure that children are appropriately comforted and to monitor practice.
- When changing children's nappies or soiled/wet clothing, the doors remain open, where appropriate. All staff are aware of the whistleblowing procedures and the Head of Nursery carries out random checks throughout the day to ensure safe practices.
- Inappropriate behaviour such as over tickling, over boisterous play or inappropriate questions such as asking children to tell them they love them is discouraged.
- Staff are respectful of each other and do not use inappropriate language or behaviour, including during breaks.

Related policies and documents

This policy should be read in conjunction with the following policies and documents:

Employee Handbook
Staff Handbook
Code of Conduct for Employees
Health Safety Handbook
Boarding Staff Handbook
National Minimum Standards for Boarding Schools
ISI Handbook for the Inspection of Schools, Regulatory Requirements
Teachers' Standards
Departmental Handbook
Keeping Children Safe in Education
Safeguarding Policy
Nursery Policies
Complaints Policy (Parents)
Complaints Policy (Pupils)

POLICY REVIEWED BY SCHOOL: May 2018

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NEXT REVIEW: May 2019