

Dignity and Mutual Respect Policy

Our *Partnership with Parents Policy* sets out in detail how we aim to work in close partnership with parents (for the purposes of this policy, the reference to 'parents' includes legal guardians, representatives of parents and carers) to ensure that all children receive quality care and learning that suits their individual needs. A key aspect of this partnership is that we treat each other with dignity and mutual respect. In particular, our expectations are:

- That adults set a good example to children and others at all times, showing them how to get along with all members of the Centre and the wider community.
- That no members of staff, parents or children are the victims of abusive behaviour or open to threats from other adults on the Centre premises.

We believe staff, parents and children are entitled to a safe and protective environment in which to work and learn. Behaviour that will cause harassment, alarm or distress to users of the premises is contrary to the aims of the Centre.

Set out below are types of behaviour that are considered serious and unacceptable and will not be tolerated towards any member of the Centre community (this is not an exhaustive list but seeks to provide illustrations of such behaviour):

- Shouting, either in person or over the telephone
- Speaking in an aggressive/threatening tone (or doing so in writing)
- Swearing, racist or sexist comments (verbal or written)
- Inappropriate posting on social networking sites deemed as bullying or harassment
- Physically intimidating actions, e.g. standing very close
- Using aggressive hand gestures/exaggerated movements
- Physical threats, including shaking or holding a fist towards another person
- Pushing, hitting (e.g. slapping, punching or kicking), spitting

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The Centre reserves the right to take any necessary actions to ensure that members of the Centre community are not subjected to abuse. This may include taking disciplinary action (where staff is involved), barring an individual from entering the Centre, terminating a child's place at the setting. Where necessary, the Centre reserves the right to contact the police and seek prosecution to the fullest extent of the law.

If you experience or witness any behaviour at the Centre that you feel is contrary to this Policy, you should report this without delay to the Centre's management team who will consider what further action is necessary.

In the unlikely event that a parent is barred from the Centre, it will be for the parents to make alternative collection and dropping off arrangements for their children at the Centre. A parent who has been barred will have the right to appeal the decision by writing to the Chair of the Board of Directors within ten days of permission to enter the Centre premises being withdrawn.

Respect posters are displayed around the Centre and in the play areas as a reminder for everyone.

They read;

Our staff are here to work in partnership with you and provide care for your child.

Please treat them with respect.

Your co-operation is appreciated and will make everyone's time at Bright Beginnings enjoyable!

This Policy was adopted on	23 rd May 2018
Signed on behalf of the Centre	Angela Hynes
Date for review	23 rd May 2019
Review and reviewer	16/5/19 Angela Hynes



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