

Safe & Respectful Care Policy

Policy Owner: Director of Communities/SLT	Policy Developer: Head of Family & Children’s Services/AA
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Approval Level: 2	Ratified by: Q&C 17/02/2023

The current version of any policy, procedure or guideline is the version held in the Knowledge Library on Workplace. It is the responsibility of all staff to ensure that they are following the current version.

Safe and Respectful Care

The safe and respectful care policy complements the Intimate Care Policy.

EYFS: 3.1, 3.2, 3.4, 3.6, 3.7

At YMCA Thames Gateway Group we believe that all children need to feel safe, secure and happy. This involves all staff being responsive to children's needs, whilst maintaining professionalism. This includes giving children cuddles and changing children's nappies or clothes.

To promote good practice and to minimise the risk of allegations we have the following guidelines:

- Although we recognise it is appropriate to cuddle children, we give cuddles only when sought by children needing comfort to support their emotional development. Staff are advised to do this in view of other children and practitioners, whenever possible. We recognise that there may be occasions where it is appropriate for this to happen away from others, such as when a child is ill. In these circumstances, staff are advised to leave the door open. It is the duty of all staff and managers to ensure that children are appropriately comforted and to monitor practice
- When changing children's nappies or soiled/wet clothing, we leave the doors open, where appropriate
- We discourage inappropriate behaviour such as over tickling, over boisterous play or inappropriate questions such as asking children to tell them they love them and we advise staff to report any such observed practice
- Staff are respectful of each other and the children and families in our settings and do not use inappropriate language or behaviour, including during breaks
- All staff are aware of the whistleblowing procedures and managers visit the rooms to carry out random checks throughout the day to ensure safe practices.

If a parent or member of staff has concerns or questions about safe care and practice procedures or behaviour they consider as inappropriate, including between staff members, they are urged to see the manager at the earliest opportunity. Management will challenge inappropriate behaviour in line with the supervision/ disciplinary or whistleblowing procedures. If the concern relates to the setting manager then parents should contact Ofsted or YMCA Thames Gateway Safeguarding Lead who will then make the appropriate referrals or seek advice from LADO.

This policy was adopted by	YMCA Thames Gateway Group
On	10/02/2023
Signed on behalf of the provider	
Name of signatory	Amanda Allen
Role of signatory (e.g. chair, director or owner)	Head of Family and Children's Services

Policy review date	10/02/2024 – on or before
Name of reviewer	
Signature of reviewer	
Role of reviewer	