



Dignity and Mutual Respect Policy

Policy Statement

We believe staff, parents and children are entitled to a safe and protective environment in which to work and learn. Behaviour (verbal, written or otherwise) that will cause are harassment, alarm or distress to any member of our preschool will not be tolerated.

Code of conduct

We ask that parents and staff take consideration of our Code of Conducts and will act in a professional manner both within, and outside, of our setting. Information regarding the preschool, children and staff alike, will be kept confidential and not discussed outside of preschool or committee settings/meetings. We also expect that parents and staff will not use social media outlets to 'friend' unless they have prior relationships established. This is all within the interest of creating a safe and protective environment for all, keeping the children at the forefront.

Expectations

We strive to ensure that all children receive quality care and learning that suits their individual needs, in achieving this, parent partnerships are crucial. 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 at all times, showing them how to get along with all members of the preschool and wider community (as set out in our Golden Rules)
- that no members of staff, parents or children are the victims of abusive behaviour (in person, verbally or written) or open to threats from other adults within the capacity of the preschool
- that adults (both preschool employees and parents alike) are treated with respect, that untruths are not spread and that all are able to have a voice.

Behaviours

Set out below are types of behaviour that are considered serious and unacceptable and will not be tolerated towards any member of the preschool 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/belittling 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/language
- physical threats, including shaking or holding a fist towards another person
- pushing, hitting (e.g slapping, punching, kicking), spitting

Action

Should any persons involved with preschool feel they, or another, have been subject to any conduct that is deemed as negative, the preschool reserves the right to take any necessary actions to ensure its staff, committee, parents and children continue to feel safe. This may include taking disciplinary action (where staff is involved), barring an individual from entering the preschool, terminating a child's place at the setting and informing the Police. If you experience or witness any behaviour at the preschool that you feel is contrary to this policy, you should report this without delay to the Preschool Manager, or to the Chair of the Committee, who will consider what further action is necessary.

This Policy was reviewed by	Paige Merrick
Adopted by	Mayfield Pre-School Staff and Trustees
Date	September 2026
Review Date	September 2027

Review Log

Review Date	Brief Details of Amendments	Amended By	Agreed By
Sept 2026	No changes	Paige Merrick	Mayfield Pre School Staff & Trustees