



General Welfare Requirement: Safeguarding and Promoting Children's Welfare
The provider must take necessary steps to safeguard and promote the welfare of children.

Safe and Respectful Care

The safe and respectful care policy may complement the intimate care policy.

At Cherry Blossom Nursery and Preschool we believe that all children need to feel safe, secure and happy. This involves nursery staff being responsive to children's needs, whilst maintain professionalism. This includes giving children cuddles and changing children's nappies and clothes.

Procedures

To promote good practice and to minimize the risk of allegations and ensure children feel safe and respected we have the follow 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, wherever 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 the manager 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 seek permission from children before carrying out intimate care - this may be through body language, gestures or non verbal means as well as spoken language.
- We discourage inappropriate behaviour such as tickling, over boisterous play or inappropriate questions such as asking children to tell them they love them and we advise to report any such observed practice.
 - We ensure children privacy is always maintained and respected, where supervision is required to ensure safeguarding and health and safety measures are in place - we make reasonable adjustments to meet the child's needs/requests.
- Staff are respectful of each other and the children and families in the nursery and do not use inappropriate language of behaviour, including during breaks.

- All staff are aware of the whistleblowing policy and procedures and the manager carries 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 as the earliest opportunity. Management will challenge inappropriate behaviour in line with the supervision/disciplinary or whistleblowing procedures. If the concern relates to the manager and/or nursery owner then parents should contact Ofsted (0300 123 1231) or the local authority childrens social care team (01323 464222)

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Karen Elliott

Hayley Donoghue