



7.2 Staff Behaviour

Monitoring Staff Behaviour

Policy

At Little Gillies we take the safety and welfare of our children and staff seriously. This policy ensures staff behave in an appropriate manner to act as a role model for and protect all children in their care. Within this policy we will also ensure that any changes to staff behaviours or ways of working are closely monitored, discussed, and supported to ensure all children are safeguarded throughout their time here.

Expected staff behaviour.

Within our nursery we expect our staff to:

- Put our children first, their safety, welfare and ongoing development
- Behave as a positive role model for the children in their care by always remaining professional and demonstrating caring attitudes to all
- Work as part of the wider team
- React appropriately to any safeguarding concerns quickly and concisely in accordance with the nursery
- Not share any confidential information relating to the children, nursery or families
- Maintain the public image of the nursery and do nothing that will put the setting into disrepute
- Ensure that parental relationships are professional and external social relationships are not forged. If a relationship exists prior to the child starting at the setting, discussions with management will be held to ensure the relationship remains professional
- Adhere to the Mobile Phone and Other Electronic Device policy and Social Networking policy
- Report to management at once any changes in their personal life that may impact on the ability to continue the role

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Within the nursery we:



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- Conduct regular peer observations using all staff and management, during which we observe interactions between staff and children
- Have regular supervisions with all staff in which ongoing suitability is monitored and recorded
- Have a whistleblowing policy that enables team members to discuss confidentially any concerns about their colleagues
- Operate staff suitability forms and clauses in staff contracts to ensure any changes to their suitability to work with children are reported immediately to management
- Ensure all new staff members are believed suitable with the appropriate checks as detailed in the safeguarding policy

Some behaviours that may cause concern and will be investigated further include:

- Change in moods
- Sudden change in religious beliefs / culture and beliefs
- Changes in the way they act towards the children or the other members of the team
- Becoming withdrawn
- Secretive behaviours
- Missing shifts, calling in sick more often, coming in late
- Standards in work slipping
- Extreme changes in appearance

Procedures to be followed:

If we have a concern about changes in staff behaviour within the nursery, an immediate meeting will be called with the individual and a member of management to ascertain how the person is feeling. We will aim to support the staff wherever possible and will put support mechanisms in place where appropriate.

All conversations, observations and notes on the staff member will be logged and kept confidential.



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All policies and procedures are implemented, reviewed, and updated on an annual basis or in line with any changes to local and national guidance/legislation in conjunction with the registered person.

This policy was adopted at a meeting of Little Gillies

Held on.....

Date to reviewed

Signed on behalf of the provider.....

Name of signatory.....

Role of signatory.....

Reviewed by Sarah Beresford

Date August 2024