

# Safe Care and Practice Policy

The safe care and practice policy compliments the Early Start Intimate Care and Nappy Changing Policy. EYFS: 3.1, 3.6.

At **Early Start Education Ltd (Early Start)** 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 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 discourage inappropriate behaviour such as over tickling, over boisterous play or inappropriate questions such as asking children to tell staff they love them and we advise staff to report and record any such observed practice to their manager and the DSO
- Staff are respectful of each other and children and families and do not use inappropriate language or behaviour
- All staff are made aware of the Whistleblowing Policy 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 address this directly to the manager at the earliest opportunity. If the concern relates to the manager and/or Directors then parents should contact Ofsted Tel **0300 123 1231** or the local authority Designated Officer for Safeguarding on Tel **0203 373 1462**.