



Lilliput Lane Nursery

The Little Nursery for Little Learners

ADULT PROTECTION POLICY

Scotland: NCS 1.2, 14.2

At Lilliput Lane Nursery we believe that all children need to feel safe, secure and happy. This involves nursery staff being responsive to children's needs, whilst remaining professional. 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 usually do this in view of other children and early learning and childcare 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 comforting children is appropriate and to monitor practice
- When changing children's nappies or soiled/wet clothing, the doors remain open, where appropriate. We discourage inappropriate behaviour such as over tickling, over boisterousness or inappropriate questions such as asking children to tell them they love them and we advise staff to report such observed practice
- Staff are respectful of each other and the children and families in the nursery and do not use inappropriate language or behaviour, including during breaks
- All staff are aware of the whistle-blowing 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 at the earliest opportunity. Management will challenge inappropriate behaviour in line with the supervision/ disciplinary or whistle-blowing procedures. If the concern relates to the manager and/or nursery owner then members of staff or parents should contact the Care Inspectorate or the Local Authority Child Protection Team.

This policy will be reviewed periodically in line with best practice and legislation and amended where appropriate.

This policy was adopted on	Signed on behalf of the nursery	Date for review
26 March 2016		<i>As and when required</i>