**Staff Behaviour Policy (Updated for EYFS 2025)**

**Policy Statement**

At Little Acorns preschool, we are committed to maintaining a professional, respectful, and child-centred environment. This policy outlines expected standards of conduct for all staff members, ensuring professionalism, positive interactions, and a safe, nurturing setting for children.

**Professional Conduct**

* Staff members must behave professionally at all times, both within and outside the childminding setting.
* All staff must adhere to policies, procedures, and ethical standards set by Little Acorns preschool and comply with **EYFS 2025** requirements and safeguarding policies.

**Respectful Interactions**

* Staff will treat all children, parents, colleagues, and visitors with **respect, fairness, and dignity**, regardless of background, culture, or beliefs.
* Interactions with children should be **positive, encouraging, and age-appropriate**, fostering a sense of trust and emotional security.
* Any form of **harassment, bullying, discrimination, or inappropriate behaviour** will not be tolerated.

**Confidentiality**

* Staff must maintain **strict confidentiality** regarding personal or sensitive information about children, families, and colleagues.
* Confidential discussions should only take place with **authorised personnel** or when legally required.

**Maintaining Professional Boundaries**

* Staff must maintain **clear professional boundaries** with parents, children, and colleagues.
* **Personal relationships or conflicts of interest** that may compromise professionalism must be disclosed to management.

**Appearance and Dress Code**

* Staff should present themselves in a **professional, practical, and safe** manner.
* Clothing must be **appropriate for working with children**, taking into account hygiene, safety, and cultural sensitivity.
* Staff uniform will be provided.

**Punctuality and Attendance**

* Staff must arrive **on time** for scheduled shifts and meetings.
* Any **expected absence or lateness** should be communicated **promptly** to management.

**Personal Conduct**

* Staff must refrain from behaviour that may be **harmful, offensive, or inappropriate**, including:
  + **Discrimination, harassment, or bullying**
  + **Substance abuse or intoxication while on duty**
  + **Use of inappropriate language, gestures, or actions**
* Staff must **adhere to social media policies**, ensuring they **do not** post anything that could compromise the setting’s reputation.

**Compliance with Policies & Procedures**

* Staff must be familiar with and follow all policies, including those related to:
  + **Safeguarding and child protection**
  + **Whistleblowing**
  + **Health and safety**
  + **Data protection and confidentiality**

**Alignment with EYFS 2025 Changes**

This policy aligns with the **EYFS 2025 updates**, ensuring that:

* **Safer recruitment measures** are followed, including verifying references from authoritative sources.
* **Whistleblowing procedures** are clearly outlined, ensuring staff can report unsafe practices.
* **Safeguarding training requirements** are met, ensuring staff are competent in handling child welfare concerns.
* **Information sharing** protocols are in place to comply with the latest **"Keeping Children Safe in Education"** guidance.

**Disciplinary Procedures**

* Violations of this policy may result in **disciplinary action**, including:
  + **Verbal or written warnings**
  + **Suspension**
  + **Termination of employment** (for serious breaches)
* Investigations will be **fair, transparent, and follow due process**, allowing staff to respond appropriately.

**Signed:** Chairperson  
**Date:** September 2025