



Staff Behaviour Policy

Bumble & Bloom Childcare

This policy sets out the professional behaviour expected of Charlotte and anyone working in or with the setting, to keep children safe and maintain trust with families.

Professional conduct

- We treat every child, parent and colleague with respect, warmth and honesty.
- We follow all setting policies, including safeguarding, wearable technology, social media and confidentiality.
- We do not accept any gift, hospitality or payment from a parent beyond agreed fees, other than small tokens of appreciation.

Language and behaviour

- We use calm, respectful language at all times.
- Swearing, shouting, sarcasm or belittling comments are never used with or around children.
- We model the behaviour we want to see.

Boundaries with families

- We keep a professional distance on social media and outside working hours.
- We do not care for children of the setting privately outside our contracted hours except by written agreement.
- Personal relationships that might create a conflict of interest are disclosed to Charlotte.

Health, wellbeing and fitness to work

- Adults working with children must be fit to work; we do not attend work under the influence of alcohol or drugs.
- Any medication that could affect performance is disclosed.
- Any change in health, criminal record or safeguarding status is disclosed immediately.

Concerns and disciplinary

- Concerns about staff behaviour are raised through our Whistle-Blowing and Safeguarding policies.
- Serious concerns will be referred to the LADO and Suffolk Childcare Agency.

Review

- This policy is reviewed annually.