



## **Respecting Each Other Policy**

**Version Number: 1.0**

**Owner: Nursery Operations Team**

**Date Published: 10/11/2025**

## RESPECTING EACH OTHER POLICY

At Kiddie Capers Childcare, the safety, well-being, and development of all children is our top priority. To maintain a positive and secure environment for children, staff, and families, we have in place a 'Respecting Each Other' Policy.

### **Respectful Communication**

Respectful communication is a fundamental expectation at our nursery. Any form of abusive, aggressive, or disrespectful communication—whether verbal, written, or electronic—directed toward staff, children, other parents or visitors is strictly prohibited. This includes shouting, swearing, derogatory remarks, threats, or intimidation.

### **Physical Acts**

Any instance of physical aggression, inappropriate touch, or verbal threats toward anyone on the premises will result in immediate action. This includes behaviours such as pushing, hitting, or threatening visitors, staff, children, or other parents.

### **Prohibited Substances**

The presence or use of prohibited substances and items on nursery grounds is strictly forbidden. Examples of prohibited behaviour include arriving under the influence of alcohol or drugs.

### **Nursery Property**

Respect for nursery property is essential to maintaining a safe and welcoming environment. Intentional damage to nursery property or resources is strictly unacceptable. This includes acts such as vandalism, theft, or the misuse of nursery materials or facilities.

### **Consequences for Violations**

Consequences for violations may include the temporary or permanent suspension of the child's place at the nursery, depending on the severity of the incident. In more serious cases, the matter may be referred to law enforcement or other relevant authorities.

### **Reporting Incidents**

If you witness or experience any prohibited behaviour, please report it immediately to the Nursery Manager or a member of staff. All reports will be taken seriously and handled confidentially and referred to our Senior Leadership Team.

## Document history

| Date       | Version | Section | Details                | Reviewed by |
|------------|---------|---------|------------------------|-------------|
| 10/11/2025 | 1.0     |         | Creation of new policy | LE          |
|            |         |         |                        |             |