



# Staff Protection Policy and Procedures

**Education [Early Childhood Services] Regulations 2008 (and it's Amendments): Regulations 46, 47.**

**Licensing Criteria for Early Childhood Education and Care Centres 2008: Criterion HS31, HS32, HS33, GMA 7.**

**Rationale:** To ensure that teachers and staff are aware that there is a fine line between Professional and Personal Relationships within a Preschool setting. We recognise that nurturing and caring for children in an early childhood environment is different to that of a school, however, it is imperative that teachers are aware of practice procedures which safeguard them from accusations which can compromise their professional practice and integrity.

## **Professional Practice Procedures:**

- Transparency and open communication channels are fundamental in daily practices. Teachers whenever possible, will ensure that another staff member is aware of their situation. This will be seen as good Professional Practice.
- When toileting children, teachers will ensure that toileting procedures are always visible by other teachers.
- In the event that a teacher is on his/her own when toileting a child, that teacher will inform another staff member that this is the case.
- If it is necessary to utilise public toilets on an excursion where possible the parent will be responsible for toileting his/her child. In the event that this is not possible, the teacher responsible for taking the child to the toilet will inform another teacher that this is the case.
- The staff member responsible for putting children to sleep and their supervision whilst sleeping will be monitored by other staff.
- The Early Childhood Curriculum (1996) states "that children will experience an environment where their emotional well-being is nurtured". Whilst giving a comforting hug to a child is necessary if they are upset or hurt, teacher initiated kisses and hugs for no apparent reason is not appropriate.
- Kissing on lips is not allowed

- It is not the expectation of teachers that when children arrive at Preschool for their session that children need a kiss or hug from the teacher. At the end of a session Teachers will not expect children to hug or kiss them prior to leaving Preschool, and any hugs must be child initiated.

**Adopted: July 2015**  
**Review Date: July 2017**