



## Respect Wonder Kidz staff Policy

## Purpose of the Policy:

To ensure that members of our community understand Wonder Kidz's expectations for appropriate interactions with our staff members.

## Procedure:

Staff at Wonder Kidz are committed to providing a supportive learning environment for all our children. Our staff take their work very seriously and feel privileged to be able to play an important role in each child's care.

Parents/carers and visitors to our venues also have an important role to play in fostering a safe and inclusive environment for the entire Wonder Kidz community.

## Respectful behaviours within the Wonder Kidz community

All staff at WK have a right to a safe and supportive work environment, and we expect that parents/carers and visitors always behave in an appropriate and respectful manner.

## Unacceptable behaviours

When parents and carers engage in unacceptable behaviours against a staff member or another member of the WK community, this can affect their health, safety, and wellbeing.

Unacceptable behaviours include, but are not limited to:

- being violent or threatening violence of any kind, including physically intimidating behaviour such as aggressive hand gestures or invading another person's personal space

- speaking or behaving in a rude, aggressive, or threatening way, either in person, via email, social media, or over the telephone
- sending demanding, rude, confronting, or threatening letters, emails or text messages
- discriminatory or derogatory comments
- the use of social media or public forums to make inappropriate or threatening remarks about the activities, staff, or children.

### Respectfully raising complaints

We welcome complaints from parents and carers if they are communicated in a respectful and constructive way. Complaints and concerns raised with us can help us by providing feedback to improve how our Wonder Kidz operates.

## COMMUNICATION

This policy will be communicated to our school community in the following ways:

- available publicly on our website.
- Included in staff handbook/manual
- Hard copy available upon request.

Version control Date: 30. Feb.2021

To be reviewed: Feb.2024