

Mutual Respect Policy

Statement of intent

Our nursery is committed to providing a safe, inclusive and nurturing environment where all children, families, staff, and visitors are treated with dignity and respect. Mutual respect underpins everything we do and supports children's emotional wellbeing, learning, and development.

We believe that children learn best when they feel valued, listened to and supported. This policy sets out how we promote mutual respect and outlines the expectations of behaviour for everyone within the nursery community.

Aims

This policy aims to:

- ★ Promote a culture of kindness, respect and inclusion.
- ★ Ensure all children feel safe, valued, and confident to express themselves.
- ★ Support positive behavior and healthy relationships.
- ★ Prevent discrimination, bullying, harassment, and abusive behaviour.
- ★ Provide clear guidance on how concerns or breaches of mutual respect are managed.

Methods

Scope

This policy applies to:

- ★ All children attending the nursery.
- ★ All staff, students, volunteers and agency staff.
- ★ Parents, carers and family members.
- ★ Visitors and professionals working with the nursery.

Legal and statutory framework

This policy is informed by:

- ★ The Early Years Foundation Stage (EYFS) Statutory Framework.
- ★ The Equality Act 2010.
- ★ The Children Act 1989 and 2004.
- ★ United Nations Convention on the Rights of the Child (UNCRC).
- ★ British Values, including mutual respect and tolerance.

What mutual respect means in our nursery schools

Mutual respect means:

- ★ Treating everyone fairly, kindly and without discrimination.
- ★ Valuing differences in culture, language, religion, ability, family structure, and background.
- ★ Listening to others and acknowledging their feelings and views.
- ★ Using polite, appropriate and non-threatening language.
- ★ Respecting personal space, belongings and boundaries.

Promoting mutual respect among children

We promote mutual respect by:

- ★ Always modelling respectful behavior.
- ★ Teaching children about feelings, empathy and kindness through play and discussion.
- ★ Encouraging sharing, turn-taking and cooperation.
- ★ Using age-appropriate language to help children resolve conflicts.
- ★ Celebrating diversity through books, activities and experiences.
- ★ Supporting children to express their emotions safely.

Children are never labelled or shamed. Behaviour is viewed as a form of communication, and staff respond with understanding and guidance.

Expectations of staff

All staff are expected to:

- ★ Always treat children, families, and colleagues with respect.
- ★ Act as positive role models.
- ★ Communicate professionally, calmly and respectfully.
- ★ Challenge discriminatory language or behaviour appropriately.
- ★ Follow all nursery policies and procedures.
- ★ Maintain confidentiality and respect privacy.

Any form of bullying, harassment or discriminatory behaviour by staff will be taken seriously and managed in line with the nursery's disciplinary procedures.

Expectations of parents, carers and visitors

We ask that parents, carers and visitors to:

- ★ Treat staff, children and other families with courtesy and respect.
- ★ Communicate concerns calmly and appropriately.
- ★ Follow nursery policies and procedures.
- ★ Refrain from using aggressive, abusive or discriminatory language or behaviour.

Unacceptable behavior towards staff or others may result in action being taken. This could include restricted access to the premises or termination of the child's place at our nursery.

Managing concerns and breaches of mutual respect

- ★ All concerns will be taken seriously and responded to promptly.
- ★ Incidents will be recorded and investigated appropriately.
- ★ Records of any incidents will be kept in our complaints file.
- ★ Actions will be proportionate, fair, and in line with other nursery policies.
- ★ Support will be offered to those affected.
- ★ Where appropriate, external agencies may be involved.

Links to other policies

This policy should be read alongside:

- ★ Behavior Management Policy.
- ★ Equality, Diversity and Inclusion Policy.
- ★ Safeguarding and Child Protection Policy.
- ★ Complaints Policy.
- ★ Whistleblowing policy.

Staff should also refer to their staff handbook for expected conduct.

Monitoring and review

This policy is monitored regularly and reviewed annually, or sooner if there are changes to legislation or nursery practice.

This policy was adopted by Once upon a time nursery school

Date: 3 February 2026

Amended on:

Signed on behalf of the nursery

To be reviewed: Annually or sooner if any matters arise