Code of conduct at Busy Bees Preschool as Early Years Setting

The welfare of the child is paramount at Busy Bees Preschool.

• All staff are responsible to safeguard and promote the welfare of children and young people. This responsibility extends to a duty of care for those adults employed, commissioned or contracted to work with children and young people.

• Staff who work with children are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions.

• Staff should work and be seen to work, in an open and transparent way.

• The same professional standards should always be applied regardless of culture, disability, gender, language, racial origin, religious belief and/or sexual identity.

• Staff should continually monitor and review their practice and ensure they follow the guidance contained in this document.

• All staff must recognise and respect the value and intrinsic worth of each child and family, regardless of economic or social background; value and respect each child as an individual;

be aware of, and safeguard, the rights of all children; facilitate and promote the growth and development of the whole child; and be aware of, and endeavour to meet the needs of, each child for whom they are professionally responsible.

• All children and families deserve respect and understanding.

• Early years practitioners are responsible for nurturing and educating young children as well as providing information and support to parents.

* Busy Bees Preschool will provide a warm and secure environment, which will enable each child to develop personally, socially and emotionally.
* Children will be valued and respected as individuals and encouraged to do the same for others.
* Staff will be aware of and safeguard the "Rights of the Children".
* Children will have access to a broad and balanced curriculum, which will promote their overall development.
* Children's behaviour will be monitored and positively managed.
* Standards of hygiene will be maintained at all times and children given positive direction. Safety is a priority and standards will be maintained in all areas.
* All accidents will be reported to the Preschool Manager, logged and assessed and reported to parents as soon as possible.
* Carers will be aware of and sensitive to differences of culture.
* Staff will work with parents for the good of the children.
* Staff will be aware of the need for confidentiality in professional practice. Confidential information received should not be disclosed unless required by law or to protect the interest or welfare of the child.
* On request, parents will have access to Preschool Policies which are kept in the blue file in the office and also on our setting webpage.

• Early years practitioners should seek to improve their understanding of the development of young children through ongoing education and collaboration with colleagues.

• Early years workers have a responsibility to understand and adhere to current legislation and guidance that supports their role.

• All staff have a responsibility to contribute to the settings responsibility to protect children and encourage a ‘safer working culture’.

• Staff will be expected to follow agreed procedures, without fear of recrimination, to bring to the attention of the Preschool Manager / Provider, any deficiency in the standards.

• If staff have concerns regarding the Preschool Manager/Provider or other senior staff members the Whistleblowing Policy may be followed.

• When information is necessarily confidential it should only be made available on a “need to know” basis.

• Staff should dress appropriately for their job and give a positive image as a role model for the child