



Tickton Pre-school and Play Pals staff behaviour and code of conduct Policy.

Including mission statement and core values.

Working in conjunction with the Early Years Foundation Stage Statutory Framework (EYFS).

Quality and Consistency.

A Secure Foundation.

Partnership Working.

Equality of Opportunity.

Unique Child

Positive Partnerships

Enabling Environment

Learning and Developing

Tickton Pre-school and Play Pals staff behaviour and code of conduct Policy.

At Tickton Pre-school and Play Pals we are committed to safeguarding and promoting the welfare of children and young people and expect all staff, contractors and volunteers to share this commitment.

INTRODUCTION:

This Code of Conduct applies to you if you are an employee of Tickton Pre-school and Play Pals, whether employed on a permanent, temporary or voluntary basis. All employees must follow this Code; deliberate breaches of the Code may be treated as a disciplinary offence. As with all pre-school and Play Pals policies and procedures, we ask that staff use their common sense and act reasonably within the conditions provided in this document.

All actions concerning children and young people must uphold the best interests of the young person as a primary consideration.

Staff must always be mindful of the fact that they hold a position of trust, and that their behaviour towards the children and young people in their charge must be above reproach. This Code of Conduct is not intended to detract from the enhancing experiences children gain from positive relationships with staff. More importantly, it is intended to assist staff by offering guidance on prudent conduct.

The purpose of this code of conduct for Tickton Pre-school and Play Pals staff is:

- To identify boundaries and responsibilities.
- To agree communication and accountability.
- To explain what is expected of you as an employee.
- To ensure staff demonstrate high standards of conduct in order to encourage our children to do the same.
- To ensure that staff avoid putting themselves at risk of allegations of abusive or unprofessional conduct.
- To help staff understand what behaviour is and is not acceptable.

This Policy/Code of Conduct should also be read in conjunction with:

- Your job description.
- Your contract of employment
- The setting grievance procedures, disciplinary procedures and complaint procedures.
- All setting policies and procedures.

Setting mission statement:

Our Mission Statement: Tickton Pre-school and Play Pals.

- At Tickton Pre-school and Play Pals it is our mission to provide individual, developmental play for unique children of all abilities.
- We have a child-centred, stimulating and fun environment which the children cannot wait to attend.
- Children are at the centre of everything we do.
- We operate an open-door policy which is inclusive to all children, parents/carers and families. Through our dedicated team work we provide a safe, secure and healthy environment for all children to enjoy.
- We support children on a path of lifelong learning.
- We are a setting determined to meet the needs of our local parents and partners and to play a role in our community.

Tickton Pre-school and Play Pals actively promotes the fundamental values of democracy, the rule of law, individual liberty and the mutual respect and tolerance of those who have different faiths and beliefs. These are interpreted for our youngest children through; learning right from wrong; modelling mutual respect, positive relationships and offering second hand experiences (such as stories and learning through media); learning to take turns and share and by challenging negative stereotypes.

Tickton Pre-school and Play Pals core values:

Play

Respect for all

Education

Sharing

Caring

Helpful

Opportunity

Openness

Learning

POLICIES AND PROCEDURES

The Nursery has a range of policies and procedures which apply to all staff. These are available from the office, in reception and copies held in each room. All staff must read the policies and comply with their terms. The failure of any staff member to do so may result in disciplinary action being taken against them.

ATTENDANCE, TIMEKEEPING AND APPOINTMENTS

Staff are required to comply with the rules relating to notification of absence set out in their contract of employment.

Staff are required to arrive at work promptly and be ready to start work at their contracted starting times. Staff are required to remain at work until their contracted finishing times.

Tickton Pre-school provides a signing in and out system for recording staff attendance at the setting. The signing in and out sheets are used to calculate salary, monitor absences and overtime. It is important this is filled in correctly otherwise there may be implications for your pay.

All staff must obtain management authorisation if for any reason, they wish to arrive later or leave earlier than their agreed normal start and finish times.

Persistent poor timekeeping will result in disciplinary action.

When can employees attend appointments? We appreciate that it is sometimes difficult to make appointments such as with Doctors or Dentists at a time that is convenient for both the employee and the setting. In most cases Tickton Pre-school requires you to make appointments in your own time, however, in cases where this is not possible, appointments must be scheduled at the beginning or end of a shift and agreed with your manager.

PROFESSIONAL DEVELOPMENT.

Tickton Pre-school is fully committed to your development and we will advise on other training courses that might be relevant. Training is also provided at staff meetings and other in house sessions.

It is expected that a childcare practitioner will continually update their knowledge and skills through a life-long learning approach.

At all times, a childcare practitioner should not undertake an activity in which they do not feel competent, or is outside their area of practice and knowledge. Tickton Pre-school and Play Pals acknowledges the strengths and limitations of a childcare practitioner's expertise and will ensure there is regular appraisal and assessment.

There is mandatory training that all staff should undertake (see training register). Staff need to identify what is expected and ensure they attend these sessions. This will be discussed during your induction and as a continuous process while you are employed by the setting.

ALCOHOL, DRUG ABUSE, SMOKING AND E-CIGARETTES.

The consumption of alcohol on the premises is strictly forbidden unless it is part of an agreed event authorised by management, such as a staff barbecue/event.

Any employee who is found consuming alcohol on the premises or is found to be intoxicated at work will face disciplinary action under the disciplinary procedure. Please be aware that even if you are not found to be intoxicated, coming into work suffering from the immediate after effects of alcohol may also impair your ability to perform your role to the required standards. A breach of this procedure is considered an act of gross misconduct. All staff are subject to random drugs and alcohol testing.

The possession, use or distribution of drugs for non-medical purposes on the premises sites is strictly forbidden. Any member of staff who is found to be intoxicated at work will face disciplinary action under the disciplinary procedure. A breach of this procedure is considered an act of gross misconduct.

Smoking is forbidden (including e-cigarettes) on the premises or in sight of the pre-school grounds. Any member of staff who is found smoking on the premises will face disciplinary action under the settings disciplinary procedure.

If staff members do smoke hands must be washed, teeth cleaned and clothes changed before attending to the care of any child.

Members of staff who wish to smoke before their shift commences or at break times, must ensure that they are not identifiable by their uniforms and are a reasonable distance from the building. Hands must be washed, teeth cleaned and clothes changed before attending to the care of any child. Staff have a duty to ensure they do not smell of smoke at any time during working hours. Cigarettes, matches and lighters must be kept securely away from children. Electronic Cigarettes - Although generally thought to be less harmful than smoking real cigarettes, electronic cigarettes still contain the addictive chemical nicotine as well as other toxic substances. Consequently, for the purposes of this code of conduct, the smoking of substitute cigarettes is deemed to be the same as smoking the real thing. Therefore, please observe our no smoking rules.

MEDICATION, HEALTH, SAFETY AND HYGIENE

Staff must not be under the influence of any medication which may affect their ability to care for children. If a member of staff is prescribed medication by their doctor that may affect their ability to perform work, then this should be discussed with the setting Manager.

Medication should be kept in the first aid safe and not left in bags or coats.

Tickton Pre-school and Play Pals will act positively to minimise the incidence of all workplace risks as required by the Health and Safety at Work Act 1974 and other associated legislation. Through continuous improvement of standards, and comprehensive use of risk assessments we aim to systematically remove the causes of accidents/incidents and ill health. Staff must work as a team to minimise any risk and use common sense methods to remove any potential risk.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff, contractors and volunteers to share this commitment.

Staff will be provided with a Health and Safety induction when joining the Pre-school as well as on-going training as required.

All activities should be carried out with the highest regard for the health and safety of all staff, children and visitors. Staff have a responsibility to carry out tasks in accordance with training received e.g. manual handling and to wear protective clothing provided where appropriate. (See Health and Safety Policy).

Staff should be a role model to the children in terms of their own health and hygiene. Leading by example is the best way to teach good behaviours to children for example:

- Have a clean, neat and tidy appearance.
- Encourage children's awareness of physical development (exercise, diet, rest, challenges and risks)
- Show the importance of hydration (drink plenty of water).
- Use 'good manners' and clear purposeful language/communication.
- Show how keeping fit is important to development of mind and body.
- Show children how to take positive risks safely.

MOBILE PHONES AND CAMERAS.

Members of staff must keep personal mobile phones in a secure place, in a staff area only.

Personal mobile phones are not permitted in any spaces that are accessed by children.

It is recognised that in certain situations it may be necessary for staff to have a mobile phone for the use of the setting e.g. on an outing. The use of a mobile phone must never detract from the quality of supervision and care of children.

Personal mobile phones or similar devices must not be used to take photographs of children. Members of staff must only use cameras/i-pods provided by the setting to take photographs of children. Failure to comply will result in disciplinary action.

Staff have a duty to ensure parents do not use their mobile phones to take photos in the setting.

(See Mobile Phone, Camera and Media Policy)

INFORMATION AND COMMUNICATION TECHNOLOGIES

Staff must not use any ICT services for copying, storing, sending or retrieving unacceptable material. "Unacceptable material" includes any documents, messages, information, graphics or other electronic data that:

- Breach UK legislation.
- Contravene the settings Equality Policy.
- Contain offensive, pornographic or obscene language or material.
- Plan, promote, incite or facilitate any illegal or terrorist activities.
- Contain defamatory or slanderous language or material.
- Denigrate, insult or ridicule another person.
- Intimidate, bully or harass another person.
- Adversely comment on integrity, personality, honesty, character, intelligence, methods or motives of another person unless it is factual response to a formal reference request.
- Provide or facilitate the use of computer hacking tools or virus toolkits.

Staff must not use the Internet, external electronic mail, external telephone, fax or any other form of electronic communication to transmit sensitive, subversive information, including:

- Opinions that do not reflect the policies of the Nursery.
- Information that could damage the Nursery's reputation and standing in the community

(See Mobile Phone, Camera and Media Policy)

SOCIAL NETWORKING SITES

Staff must ensure that social networking sites are set as private so that only authorised persons can have access to them.

Staff must not accept or invite any children to use their private sites.

Staff must never contact any children or their families using their private social networking sites to discuss any aspect of the pre-school setting/terms and conditions. Staff must never upload any photos, comments or information about the setting or any persons linked with it.

(See Mobile Phone, Camera and Media Policy)

SOCIAL CONTACT

All staff are expected to uphold professional boundaries. Staff have a duty to approve any planned social contact with children and their families with their manager. Confidentiality of employment must be adhered to and respected during social contact. In summary staff should:

- Ensure all contact with existing children or their parents is of a professional and non-pre-school related nature.
- Consider the appropriateness of the social contact according to their role and nature of their work. •

- Advise management of any social contact they have with a child or parent with whom they work, which may give rise to concern.
- Understand that some communications may be called into question and need to be justified (parents becoming dependant)
- Staff must not engage in conduct outside work which could seriously damage the reputation and standing of the pre-school or the employee's own reputation or the reputation of other members of the nursery.
- Criminal offences that involve violence or possession or use of illegal drugs or sexual misconduct are likely to be regarded as unacceptable.
- Be cautious when undertaking work outside pre-school, either paid or voluntary, such that it does not conflict with the interests of the pre-school or affect an individual's work performance.

DRESS CODE AND APPEARANCE

The pre-school will provide appropriately branded T shirts and fleeces. Staff should wear comfortable black trousers and sensible flat shoes.

Staff should wear clothing which is;

- comfortable,
- allows free movement and is appropriate to their role.
- Is not likely to be viewed as offensive, revealing or sexually provocative.
- Does not distract, cause embarrassment or give rise to misunderstanding.
- Is absent of any political or otherwise contentious slogans.
- Is not considered to be discriminatory and is culturally sensitive.

Staff should ensure hands and nails are kept clean and long hair is tied back.

Jewellery should be minimal to avoid safety implications.

ACCOUNTABILITY

Staff are accountable to the Pre-school and Play Pals for undertaking those activities that are associated with their job/role (Please refer to your job description/specification). A member of staff must inform their immediate manager if they do not feel competent to undertake any activities and must request reasonable/appropriate training.

Staff have a duty to report any behaviour by colleagues that raises concern (please see the Whistle Blowing policy).

A childcare practitioner has a duty to respect families by:-

- Valuing their cultural diversity, opinions and choices.
- Being non-judgmental.
- Planning contacts/appointments with the parent.
- Seeking clarification and not assuming.
- By listening and responding appropriately.

- By acknowledging her/his own limitations.
- Maintaining appropriate behaviour and activities between the family and her/himself.

Staff have a responsibility to challenge any discriminatory remarks or behaviour against other staff members, visitors, children and their families. (Please refer to the Equalities and Diversity Policy)

Staff have a duty to notify the Nursery of changes to personal details, change of address, telephone number, and relevant health issues.

Staff must avoid using inappropriate or offensive language at all times.

DISCLOSURE AND BARRING SERVICE (DBS)

All staff have a duty to notify the Nursery of any circumstance which may affect their suitability to work with children. The Nursery Manager is responsible for ensuring all staff, including contractors, bank staff, students and volunteers, are suitable to work with children.

Checks are carried out via enhanced Disclosure and Barring Service (DBS) (CAPITA) clearance checks as well as other sources, such as employer references, identity checks and qualification checks, amongst others.

Where possible new staff will have the checks completed prior to starting employment. However if there are delays in checks coming through, as a last resort, candidates may work in the pre-school before these checks are completed as long as they are supervised by registered and DBS checked staff at all times. Staff awaiting these checks will never:

- Be left unsupervised whilst caring for children.
- Take children for toilet visits unless supervised by registered staff.
- Change nappies.
- Be left alone in a room or outside with children.
- Administer medication.
- Take photographs of any children.
- Look at a child's learning and development log.
- Have access to children's personal details and records.

The nursery requires each member of staff to subscribe to the government's DBS Update Service within 19 DAYS of receiving their initial or revised DBS certificate. This service can be accessed online at <https://www.gov.uk/disclosure>.

TEAM AND PARTNERSHIP WORKING

Staff are required to work co-operatively within teams and respect the skills, expertise and contribution of colleagues. They are expected to treat others fairly and without discrimination.

Staff must communicate effectively, both verbally and in writing. As required, they must share their knowledge, skills and expertise with other team members in order to improve practice.

Staff must work with other members of the team to promote a care and learning environment that is conducive to safe and ethical practice. If the care environment deteriorates, the practitioner must report this to their line manager.

CONFIDENTIALITY

Staff must guard against breaches of confidentiality by protecting information from improper disclosure at all times and follow all appropriate policies. (Please refer to your confidentiality policy).

Staff must only disclose information outside the immediate team if:

- It can be justified as being in the public interest (usually where disclosure is essential to protect the child or someone else from risk or significant harm). This is required to do so by law or by order of the court.
- There is an issue of safeguarding, and s/he must then act at all times in accordance with national and local procedures.

Most staff are likely at some point to witness actions which need to be confidential, this needs to be reported and dealt with in accordance with the appropriate setting procedure. Incidents must not be discussed outside the nursery, including with the child's parent or carer.

(Please refer to the Safeguarding Children's Policy)

Staff who intend to share information about a child's care, learning and development with an outside agency (i.e. additional childcare services used by the family / Health visitors) must seek prior permission from the child's parent and the setting manager.

BABYSITTING

If an employee offers a babysitting service then this is a private agreement between the parent and employee in which Tickton Pre-school will not be held liable, this must be made clear to the parents.

It is not acceptable for a member of staff to transport a child by car directly to and from the setting. The member of staff transporting the child does so as a private arrangement and must ensure they have their own insurance. The setting accepts no liability for the child once off the premises.

OUTSIDE COMMITMENTS

All employees should consult the Nursery Managers before taking on additional employment. Additional employment must not conflict with the setting's interests or impair employee's ability to carry out their role at this setting. Please bear in mind if you do have additional employment elsewhere, then you will need to declare which employer is the

primary source of your income. This is necessary in order to avoid confusion over tax codes. You are only allowed one employer where your tax code can be used to take advantage of your personal tax free allowance. Additional employers will have to adopt a secondary position and tax all of your earnings, usually on a BR (Base Rate) coding. Consequently, if we are not your main employer then we will need to tax you at the BR rate. Failure to declare a primary employer to the HMRC may result the levy of backdated tax and penalties.

VULNERABLE SITUATIONS

As a key person, you must discuss intimate care routines with a child's parents. The settings Safeguarding Children and child protection Policy must be followed at all times.

Employees should always encourage children to undertake self-care tasks independently, where developmentally appropriate.

Ensure employees understand the extent and limitations of their role in applying basic care and hygiene tasks for minor abrasions and understand where an injury might require more experienced intervention.

Employees need to be vigilant of neglect or abuse caused outside the nursery and to report any signs to the settings Manager.

Employees must not be placed in situations which render them vulnerable. Where this is unavoidable, full and appropriate risk assessments are conducted and agreed for lone working situations.

Employees must be prepared to report any actions of another individual they deem inappropriate to the setting management.

When one to one situations are unavoidable, employees must take precautions to reduce the vulnerability of both the child and the adult, for example, informing colleagues of the situation and leaving room doors open.

WHISTLEBLOWING

Whilst we expect all our colleagues, both internal and external, to be professional at all times and hold the welfare and safety of every child as their paramount objective, there may be occasions where this may not be happening. It is vital that all team members talk through any concerns they may have with their line manager (Helen Turner) at the earliest opportunity to enable any problems to be ironed out as soon as they arise.

If, in the course of your employment, you become aware of information which you reasonably believe tends to show one or more of the following, you MUST use the nursery's disclosure procedures:

- That a criminal offence has been committed or is being committed or is likely to be committed.
- That a person has failed, is failing or is likely to fail to comply with any legal obligation to which they are subject (e.g. The EYFS).
- That the health or safety of any individual has been, is being, or is likely to be, endangered.
- That the environment, has been, is being, or is likely to be, damaged.
- That information tending to show any of the above, is being, or is likely to be, deliberately concealed.

- That you challenge discriminatory behaviour and report any incidents.

Where you reasonably believe one or more of the above circumstances listed above has occurred you should promptly disclose this to your manager so that any appropriate action can be taken. If it is inappropriate to make such a disclosure to your manager (i.e. because it relates to your manager) you should speak to the chair person. Employees will suffer no detriment of any sort for making such a disclosure in accordance with this procedure, unless proved to be made with malicious intent. For further guidance in the use of the disclosure procedure, employees should speak in confidence to the Pre-school and Play Pals Manager.

(Please see the Whistleblowing Policy)

DECLARATIONS AND CHANGES OF CIRCUMSTANCES

Employees are expected to declare all convictions, cautions, court orders, reprimands and warnings that effect suitability.

A childcare practitioner has a duty to notify the nursery manager of any changes of circumstance which may affect their suitability to work with children.

An annual status check will be performed by the nursery for all staff.

PARENTS AND CARERS

- Staff must maintain a professional relationship with parents and carers at all times.
- Each member of staff must recognise that parents and carers need feedback regarding their children and that this must be given in an open, honest and friendly manner. The relationship with parents and carers must not become overly familiar such that it clouds the impartiality of your judgement and action.
- Whilst there is always the possibility of a member of staff having a close relationship with a parent or carer outside of the setting, we must avoid any conflict of interest or undue favouring of a child. Where such a relationship arises the member of staff should immediately inform the Managers to discuss any action to be taken.
- Where a member of staff finds that they have a prior close relationship to a child in the setting through such means as a family relationship or close friendship then the Manager must be made aware of this immediately and may require the member of staff to change rooms to avoid any conflict of interest or risk of undue favouring of the child.

OFSTED

Ofsted is the Office for Standards in Education Children's Services and Skills. It reports directly to Parliament and is independent and impartial. Ofsted inspects and regulates services which care for children and young people, and those providing education and skills for learners of all ages. All settings have to be registered and approved by Ofsted before they can begin to look after children.

Having a well-respected Ofsted rating is very important to Tickton Pre-school and IPay Pals, primarily because it is a very important consideration for a parent / carer when choosing a

setting. At the moment Ofsted has 4 inspection ratings (1) outstanding (2) good (3) requires improvement (4) inadequate.

It is expected that all staff members share the nursery's belief and aspiration to uphold the highest standards at all times, such that when we are inspected by Ofsted, we can demonstrate outstanding practice. Consequently, staff are expected to understand and contribute towards our development -improvement plan (SEF) which is reported directly to Ofsted on an annual basis. The plan examines:

- What we are doing now?
- What we are aiming to do?
- How well are we doing by comparison to previous years?
- How well are we doing by comparison to other settings?
- What areas of quality practice need to be maintained?
- What areas of practice need to be improved?
- How do we plan to achieve our aims in the future?

SUMMARY

It is important that staff understand the setting policies, procedures and protocols.

To enable staff to practice you must be appropriately trained and work in partnership with others

Staff must maintain client confidentially, and act accordingly with communications

Staff have a duty of care to all parties associated with the setting.

Failure to comply with this code of conduct may lead to disciplinary action.

The setting will act with integrity, sensitivity and in a manner that will be deemed as reasonable in all its dealings with staff.

The Code of Conduct is deemed to have been accepted as soon as a member of staff commences employment.

Thank you for your co-operation and welcome any feedback from staff that will help us improve this code of conduct.