Castor and Ailsworth Pre-School

**Childcare Code of Conduct**

Guiding principles

• The welfare of the child is paramount.

• 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.

Code of conduct examples

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

• 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.

• 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 (Bank staff/volunteers) 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

I have read and understood the code of conduct agreement and understand this combines all of the policies and procedures of the Preschool that I have read.

Signed \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_