



Code of Conduct.

This policy is to be used as a guide for all parent/carers, volunteers, staff, extended family, visitors and other professionals who access our setting.

Professional Staff; We value the professionalism, commitment to their work and individuality of our staff. We wish to ensure that our staff reflect the high standards of our Preschool and recognise that they represent the school in our dealings with the children, parents/carers, other professionals and the public. We expect all staff, volunteers and committee members to provide a positive model of behaviour by treating children, parents and one another with respect, consideration and courtesy at all times.

Partnership with Parents; Bledlow Pre-School believes that to make children feel valued and to enhance the learning and development of those who attend our setting, a positive and effective partnership with parent/carers is essential and will be encouraged at all times. Successful relationships become partnerships when there is regular two way communication and parents and practitioners really listen to each other and value each others views and support in achieving the best outcomes for each child. Bledlow Pre-School strive to provide a safe, welcoming and happy environment for the children and families that access our service. We firmly believe that by working together parents/carers and educators can provide long lasting and beneficial effects on the children's learning and emotional well being.

We also have a legal responsibility to provide a comfortable, safe and happy environment for all of the children and staff, in which the rights of the child are considered at all times and we consider a collaborative approach between all constituents best supports this requirement.

Bledlow Pre-School places great value on:-

- The physical and emotional well being of the children: we will, in close partnership with Parent/carers, strive to deliver personalised learning, development and care to help children get the best possible start in life.
- Providing an open, welcoming environment where everyone's contribution is not only valued and respected but positively encouraged.
- Promoting positive attitudes to diversity and difference within all children, helping them to learn

and to value different aspects of their own and other people's lives.

- Encouraging Parent/Carers to support and participate in the day to day activities that we provide for the children. Welcoming their ideas and input to the operation of the school.
- Providing a safe and secure environment, in which children will thrive, staff will feel supported and valued, and parents will feel that their views and opinions are important.

Staff Conduct.

Guiding Principles

- The welfare of the child is paramount. All staff and committee members are responsible to safeguard and promote the welfare of the children in our care. This responsibility extends to a duty of care for those adults employed, commissioned or contracted to work with us in our setting.
- Act in the best interest of the children at all times, as they are the priority
- Ensure inclusive practise is provided at all times
- Give equal opportunities to everyone within the preschool regardless of their age, gender, race, religion, culture or background. We are committed to providing equality of opportunity and will not tolerate any illegal discrimination or harassment based on race, colour, religion, sex, national origin or any other class.
- Be a positive role model to children, parents/carers and other staff members
- Be supportive, empathetic and understanding of all, irrespective of culture, social or economic background
- Be positive, open and transparent
- Be honest and trustworthy in word and deed
- Be hard working and willing to do as directed
- Be flexible and reliable
- Be hard working, enthusiastic and work as a team at all times
- Be welcoming to everyone within the preschool
- Communicate in a positive manner
- Maintain high standards in safety, and hygiene by keeping the preschool safe and clean
- Recognise each other's initiative and achievements.
- Celebrate success - the children's, colleagues or others
- Keep confidentiality at all times (any issues – including personal – concerning children, their parents, staff and students should not be discussed outside the preschool.)
- Use and encourage children to follow the Grace and Courtesy rules : say please and thankyou and general manners

Staff Dress Code

To ensure that all staff are appropriately attired for the work place to a high standard of dress and

grooming commensurate with their position at all times.

We ask the staff to adhere to the following guidelines:

- Maintain a neat appearance
- The staff uniform should be worn at all times. Generally, clothing must be safe, comfortable and practical for the range of indoor and outdoor tasks that the role requires.
- Skirts and shorts must be knee length or longer.
- Leggings and low rise jeans should be covered by a top of suitable length.
- Clothing must not be low cut, strappy or expose bras/ underwear or midriff or back.
- Jeans may be worn but must not be ripped or tatty.
- Footwear should be practical for safe movement around the setting.
- Clothing required for health and safety purposes shall be supplied by the Preschool and worn when required.
- For hygiene reasons, finger nails should be kept short and clean with jewellery and make up to a minimum. Long hair should be tied back off the face.

Staff are expected to follow agreed procedures, without fear of recrimination, and to bring to the attention of the Practice Manager any deficiency in the standards. If staff have concerns regarding the Practice Manager or other senior staff members the Whistleblowing Policy may be followed.

Failure to comply with the associated Bledlow Preschool policies and procedures may result in disciplinary action being taken and Bledlow Preschool reserves the right to take legal action against employees where breaches of the Code warrant such action.

This policy has taken into consideration the following.

Preschool Policies

Health & Safety

Risk Assessment

Safeguarding Children

Whistleblowing

Statutory Framework for the Early Years Foundation Stage 2021

Section3: The Safeguard and Welfare Requirements