



**THE HEATHERS NURSERY  
POLICIES AND PROCEDURES**

**POLICY 6: CODE OF CONDUCT**

**EYFS key themes and commitments**

A Unique Child	Positive Relationships	Enabling Environment	Learning and Development
1.2 Inclusive Practice 1.3 Keeping Safe	2.1 Respecting each other 2.2 Parents as partners	3.2 supporting every child 3.4 The wider context	4.4 Personal, social and emotional development

**Statement**

Children usually feel more confident and positive about themselves and their learning when parent/carers and practitioners work together in an atmosphere of mutual respect. (EYFS Effective Practice: Parents as Partners).

**Aim**

To help everyone who works in any capacity in the setting to consistently maintain the highest possible standards of professional conduct, and to clearly identify what can be expected.

As a nursery we are aware of our position as role models for children and the need to lead by example. In order to achieve this the setting, its staff and volunteers will:

- Prioritise the safety and well-being of children, and maintain a focus on their needs
- Treat children, parents, carers and colleagues with dignity and respect
- Provide good role modelling - in respect of professional behaviour

- Communicate effectively and professionally. This includes avoiding inappropriate language, remarks and gestures
- Maintain confidentiality as appropriate, and be clear about when information will be shared
- Maintain professional integrity and recognise appropriate boundaries. This includes not sharing personal phone numbers with children and parents, not using social networking sites to communicate to anyone regarding the setting or any aspect of work in an early years and childcare setting
- Ensure material shared on social media does not undermine your professional status or that of the nursery
- Present themselves appropriately in a work context. This includes wearing appropriate, sensible and safe clothing. Staff should wear trousers or jeans, t-shirt and/or jumper.
- Behave appropriately in a work setting. This includes being appropriate in terms of promoting healthy eating and drinking and all other behaviour
- Behave appropriately outside the work setting
- Not misuse substances such as drugs and alcohol that might have a detrimental effect on children or an individual's suitability to work in an early years and childcare setting
- Take responsibility for informing the line manager of any information about any health/personal issue that might have a detrimental effect on suitability to work with children
- Access relevant training and ensure learning is embedded in practice.
- Staff are not permitted to babysit for any family registered at nursery, however, we recognise that staff may be related to children registered at nursery or be family friends of children registered at nursery so in these instances a discussion around babysitting will take place between the staff member and the management team on a case by case basis.