



Little Bicks Code of Practice

- Nursery staff will actively promote a warm secure relationship with the children for whom they are responsible. The individual needs of each child will be assessed and catered for.
- All children will be actively and encouraged and enabled to fulfil their potential. Their physical, emotional and social skills will be monitored and regularly discussed with parents, guardians or carers.
- The management ensures that all quality of teaching is good and that the staff has secure knowledge and understanding of outcomes for all the seven areas of the curriculum. All opportunities for all children to make progress are offered in the stimulating environment.
- No nursery staff will discriminate against any child, parent, guardian or carer on the grounds of race, culture, religion, gender, disability, life-style or sexuality.
- Nursery staff will remain aware of and sensitive to differences of culture, equipment and activities will positively reflect today's multicultural society.
- Jewish festivals and traditions will be celebrated and experienced through a wide variety of learning experiences.
- Safety is the paramount concern whatever the activity. OFSTED adult to child ratios will be monitored and adhered to at all times. All equipment will comply to approved British and EC standards and will be checked on a regular basis.
- A good standard of hygiene will always be maintained at all times.
- Children's behaviour will be positively managed, no physical chastisement whatsoever will be allowed. No child will be humiliated, embarrassed or frightened. Anti-social behaviour will be managed to ensure all children's well being.
- All accidents will be reported immediately and recorded without delay. Parents will be fully informed as soon as possible and the cause of the accident will be dealt with to avoid repetition. Parents, guardians or carers will need to sign documentation of accidents to acknowledge that it has been brought to their attention.
- Nursery staff will dress appropriately, shoulders and knees will be covered and tops will not be low cut to maintain respect for all parents and the synagogue building.



- Nursery staff will follow the Safeguarding Policy procedure with any concerns they may have regarding a child's safety or welfare.
- Parents, guardians or carers are entitled to help determine the care their child receives.
- Parents, guardians or carers are entitled to full information about the activities and the care received by their child. Time for discussion with their child's Key Person or a member of the Management team will be made available.
- The children will have daily access to outdoor play every day (weather permitting) and strict staff to child ratios will be adhered to.
- Every child will have an assigned Key Person who will be responsible for record keeping and assessment.

Date policy was reviewed	March 2023
This policy is due for review before	March 2024