



Code of Conduct Policy

Introduction

At The Little Magpies Nursery, we are committed to upholding a culture of respect, care, professionalism, and inclusivity. Our ethos is rooted in nurturing, child-led learning and creating a safe, supportive, and stimulating environment where every child can thrive. This **Code of Conduct Policy** outlines the professional behavior expected from all staff, volunteers, and visitors, in alignment with our values and the **Early Years Foundation Stage (EYFS)** framework.

Purpose

This policy aims to:

- Ensure that everyone working at The Little Magpies Nursery maintains the highest standards of conduct.
- Promote a consistent approach to safeguarding, child welfare, and the well-being of everyone in the nursery.
- Provide clear expectations for interactions with children, families, and colleagues, ensuring a safe and positive environment for all.

Core Expectations of Conduct

We expect all staff, volunteers, and visitors to adhere to the following principles:

- **Child-Centered Approach:** Always act in the best interests of children, promoting their safety, well-being, and development.
- **Respect and Kindness:** Treat all children, families, and colleagues with respect, fairness, and kindness, acknowledging individual needs and fostering a supportive atmosphere.
- **Professionalism:** Maintain professionalism in all aspects of language, behaviour, and appearance. Staff should demonstrate integrity and model behaviour that reflects the values of The Little Magpies Nursery.
- **Compliance with Policies:** Follow all nursery policies and procedures, including those relating to safeguarding, health and safety, confidentiality, and ethical conduct.
- **Positive Learning Environment:** Model and encourage a calm, inclusive, and respectful learning environment, where children's voices and perspectives are valued.

Relationships with Children

Building strong, positive, and professional relationships with children is vital:

- **Nurturing Interactions:** Establish nurturing, consistent, and appropriate professional relationships with all children, respecting their individuality and unique learning needs.
- **Positive Reinforcement:** Use positive reinforcement, encouragement, and emotional coaching to guide children through their developmental journey.
- **Respect for Boundaries:** Never use physical punishment, raised voices, or shaming. Always respect children's personal space and their emotional needs.
- **Behaviour Management:** Respond to children's behavior using our scaffolded approach—providing guidance, support, and modelling appropriate behavior rather than merely instructing.
- **Inclusive Practices:** Ensure that every child feels included, supported, and valued within the nursery community, regardless of background, ability, or needs.

Relationships with Colleagues

A positive, collaborative workplace culture is essential:

- **Collaboration:** Work collaboratively and respectfully with colleagues to maintain a positive team culture. Support one another to create a productive and harmonious environment.
- **Mentorship and Support:** Support new or less experienced staff members, sharing good practice and encouraging continuous professional development.
- **Challenging Poor Practice:** If staff members notice poor practice, they should professionally challenge it and, where necessary, report concerns to management or the **Designated Safeguarding Lead (DSL)**.
- **Open Communication:** Engage in open, respectful communication with colleagues and be receptive to feedback, ensuring continuous reflection and professional growth.
- **Team Building:** Foster a team-oriented approach where everyone feels valued and supported in their role, promoting a shared responsibility for creating an exceptional care environment for children.

Safeguarding and Confidentiality

Staff must prioritize safeguarding and confidentiality in all their actions:

- **Safeguarding:** Always follow the nursery's safeguarding policy. If a concern arises regarding the welfare or safety of a child, it should be reported immediately to the **Designated Safeguarding Lead (DSL)**.
- **Confidentiality:** Maintain strict confidentiality concerning children, families, and colleagues. Only share information when necessary, in line with nursery policies, and on a need-to-know basis.

- **Boundary Awareness:** Ensure that all actions and interactions are conducted in a way that cannot be misinterpreted or lead to concerns regarding professional boundaries or appropriateness.
- **Prevention of Harm:** Staff should be vigilant and proactive in identifying and preventing any risks to children's safety, well-being, or development.

Commitment to Our Ethos

All staff are expected to:

- **Child-Led Learning:** Embrace and model our child-led, responsive approach to learning, respecting each child's unique developmental journey.
- **Promote Independence:** Encourage and support children's independence, providing opportunities for them to learn through exploration and self-discovery.
- **Inclusive Experiences:** Provide inclusive and joyful early learning experiences that respect diversity and promote a sense of belonging for all children.

Breaches of the Code

Any breach of this **Code of Conduct** will be taken seriously. Staff are encouraged to report concerns or seek advice if they are unsure whether a situation or action aligns with this policy.

Potential breaches include, but are not limited to:

- Inappropriate physical contact with children or staff
- Breaching confidentiality
- Using offensive language or displaying unprofessional behavior
- Ignoring safeguarding responsibilities
- Violating health and safety regulations

Disciplinary action may be taken depending on the severity of the breach, and may include verbal or written warnings, further training, suspension, or termination of employment.

Whistleblowing

Staff have a **duty to report** any behavior that is in violation of this Code of Conduct or any practice that may harm children or colleagues. Whistleblowing can be done in confidence and without fear of retribution. Reports should be made to the **Designated Safeguarding Lead (DSL)** or management. Staff can also use the whistleblowing policy to report any concerns related to misconduct, safeguarding violations, or unethical behavior.

Monitoring and Review

This policy will be reviewed **annually** or sooner if there are updates to legislation, EYFS requirements, or internal procedures. Staff will be required to read, understand, and sign this policy during **induction** and whenever it is updated. Continuous feedback and suggestions for improvement are welcome from all staff members.

By adhering to this **Code of Conduct**, all staff contribute to a nurturing, respectful, and professional environment for both children and colleagues. Upholding these standards is crucial to the ongoing success and reputation of **The Little Magpies Nursery**, ensuring that every child receives the highest quality care and education in a safe, supportive environment.