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 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 Nursery Manager / Provider, any deficiency in the standards.
• If staff have concerns regarding the Nursery 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