## Ruardean Acorns Clubs statement of intent

## The welfare of the child is paramount and staff will ensure their behaviour and practice reflects this. Parents/visitors are also required to treat all staff and children with respect.

## Aim

* All staff are responsible for safeguarding and promoting the welfare of children.
* Staff who work with children are responsible for their own actions and behaviour and must 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 must ensure they follow the guidance contained in Ruardean Acorns policies.

The legal framework for this work is:

* Working Together to Safeguard Children 2015
* Safeguarding Children and safer Recruitment in Education 2007
* Statutory Guidance for the Early Years Foundation Stage (EYFS) 2019
* Guidance on safer working practice for adults working with Children and young person (CYP) (2014)

## Methods

* 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
* Staff are responsible for nurturing and educating young children as well as providing information and support to parents.
* Staff should seek to improve their understanding of the development of young children through ongoing education and collaboration with colleagues.
* Staff have a responsibility to understand and adhere to current legislation and guidance that supports their role.
* Staff read and sign: Working Together to Safeguard Children, Guidance on safer working practice for adults working with CYP, Safeguarding Children and safer Recruitment in Education.
* 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 Manager any deficiency in the standards.
* If staff have concerns regarding the Manager or other senior staff members the Whistle blowing Policy may need to 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.
* Long hair may need to be tied back, jewellery, watches, rings and earrings, must not be unsuitable for working with children.
* Except for medical reasons, staff must not take any substances that might affect their work.
* No staff should consume or be under the influence of drink/drugs during their hours of work
* No smoking is permitted or premises.
* Staff mobile phones should not be carried on the person within Ruardean Acorns (Manager/person In charge may need on occasions to carry a phone) and the mobile phone procedures (ICT policy) must be adhered to.
* It is the responsibility of the setting manager to delete all photographs stored on a digital camera after transfer to the computer for printing purposes.
* It is the responsibility of the settings manager to approve photographs for use on displays and for marketing purposes.

Links to: Confidentiality, ICT, Staffing and employment, Health and safety, Safeguarding children and child protection procedures, Whistle blowing, Non smoking, Behaviour, British values

This policy was adopted at a meeting of Ruardean Acorns held on 16/8/19

Signed on behalf of Ruardean Acorns...........................................................

Review date: August 2022