



01	First Steps Childcare recognises that to make children feel valued and to enhance the learning and development of those who attend our setting, a positive and effective partnership with parent/carers is essential and will be encouraged at all times.
02	First Steps Childcare will strive to provide a safe, welcoming, and happy environment for the children and families that access our service. We firmly believe that by working together parents/carers and educators can provide long lasting and beneficial effects on the children's learning and emotional well being.
03	<p>First Steps Childcare place great value on:</p> <ul style="list-style-type: none"> • The physical and emotional well being of the children meeting the individual needs of all children lies at the heart of the EYFS. We will, in close partnership with Parent/Carers, strive to deliver personalised learning, development and care to help children get the best possible start in life. Depending on a child's individual needs and requirements gradual settling in sessions will be put in place to ensure the child feels secure in their surroundings. • The key person/buddy will assess a child's sessions in accordance to each and every child's needs, working closely with the parents and, in some cases outside professionals are involved, meeting with all parties associated. First Steps ensures all children's individual needs are taken into consideration before making any decisions on the sessions/days on offer. • Providing an open, welcoming environment where everyone's contribution is not only valued and respected, but positively encouraged. • Promoting positive attitudes to diversity and difference within all children, helping them to learn and to value different aspects of their own and other people's lives. • Encouraging Parent/Carers to support and participate in the day to day activities that we provide for the children. • Providing a safe and secure environment, in which children will thrive, staff will feel supported and valued, and parents will feel that their views and opinions are important.
04	<p>First Steps Childcare staff understand and adhere to the following:</p> <ul style="list-style-type: none"> • First Steps Childcare recognises and respects the value and intrinsic worth of each child and family, regardless of economic or social background. • First Steps' practitioners are responsible for nurturing and educating young children as well as providing information and support to parents. • All staff 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 Manager / Deputy Manager any deficiency in the standards. • 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.

CODE OF CONDUCT

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