

Code of Conduct

Behaviour Management Policy	Discipline & Grievance Policy
Childcare Act 2006	Equal Opportunities Policy
Children Act 2004	Equality Act 2010
Child Protection and Safeguarding Policy	Freedom of Information Act 2000
Complaints Procedure	Human Rights Act 1998
Confidentiality Policy	Parent/Carer Partnership Policy
Conventions on the Rights of the Child, UNICEF 1989	Staffing & Employment Policy
Data Protection Act, 2018	

Merry go Round Day Nursery follow a strict Code of Conduct to ensure the safety of children, their families, staff, students, volunteers and visitors.

All individuals will be expected to abide by the code at all times. Anyone shown to be displaying any of the following will be asked to cease their actions or asked to leave the premises in a calm but firm manner by the Manager, Deputy Manager or Supervisor.

- All individuals are equals and will be treated the same
- Staff to be treated with respect. Violence or abusive behaviour will not be tolerated
- No swearing
- No smoking (tobacco products and e-cigarettes) on nursery premises
- No alcohol, drugs, or other stimulants
- No guns, knives, or any violent weapons
- No smacking or aggressive behaviour

The Manager, Deputy Manager or Supervisor will determine the severity of the incident and may complete an Incident Report if deemed necessary.

Parents are asked to approach the Manager, Deputy Manager or Supervisor if they have any problems or issues regarding their child and/or nursery care. We ask that you remember we are here to help you. We may seek advice from outside agencies but will always seek your permission before doing so.

Any inappropriate behaviour towards others will result in removal from the setting and if the incident is seen as severe, the police will be called.

Adoption Date: 1st September 2020.

Signed:

Nm Orel

Annual Review

Reviewed 1st September 2021

Reviewed 1st September 2022

Reviewed 1st September 2023

Next review 1st September 2024