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3.3 Staff Compliance with the Code of Conduct

The Code of Conduct forms part of an employee's contract. Failure to comply with the associated Broadhill Pre-School policies may result in disciplinary action being taken and Broadhill Pre-School reserves the right to take legal action against employees where breaches of the Code warrant such action.

- Staff should remember that the welfare of the child should always come first.
- Staff should provide an example of good conduct that you wish others to follow.
- Staff should not raise their voices in front of children.
- Staff should only restrain children for their own safety or the safety of others.
- Adults and children have a responsibility to treat each other with dignity and respect.
- Staff should be able to tune into the children's physical, verbal and gesture/sign language, to understand and interpret what is being expressed.
- Diversity is a tremendous asset to Broadhill Pre-School and we are committed to providing equality of opportunity and will not tolerate any illegal discrimination or harassment based on race, colour, religion, sex, national origin or any other class.
- We encourage all staff to challenge any behaviour (staff, parent, child) that goes against this ethos
- Ensure that your behaviour at work or outside does not cause embarrassment to Broadhill Pre-School or reflect negatively on Broadhill Pre-School in any way that would bring its reputation into disrepute or cause a loss of public confidence. This includes through the use of social networking sites.
- Staff must adhere to Broadhill Pre-School's policies non compliance will be viewed as Gross Misconduct.
- Staff should be clear about the purpose of any activity, which involves photography or video of children. Staff must not take, display or distribute images of children, unless they have consent to do so.
- Staff must report any behaviour by colleagues that raises concerns, by following Broadhill Pre-School's Whistle Blowing Policy. Staff must take responsibility for recording and reporting any incident, which may result in being misinterpreted and/or an allegation being made.