

Little Hands Nursery School

Policies of Practice

Last review - August 2025

Little Hands bases its practice and outlines how the Early Years Foundation Stage (EYFS) 2025 is used to plan the children's care and education through these policies.

When signing your admission form you agree to abide by the policies. Similarly, all members of staff agree to abide by the nursery's policies by signing their contract.

To include information about all our practice makes this quite a lengthy document we have therefore written brief statements about our main policies in the information booklet. More detailed policies are used by the staff and you are welcome to read these if desired.

There is a complete copy of the parents' policies on the nursery website www.littlehands.co.uk also, we can print off any part you wish to keep.

Further details and information for Learning & Development, Child Protection and Health & Safety are also available at nursery. Information regarding safeguarding children at Little Hands features in all our policies.

Please do not hesitate to discuss any questions arising from these policies with a member of staff.

Jane Marshall
Business Manager

Policies are formulated using the following legislation

Childcare Act 2006

Statutory Framework for the Early Years Foundation Stage 2025 (DfE)

The term parent is used throughout the document to refer to any adult who is legally the child's guardian.

The term staff member is used to refer to any adult employed by Little Hands Nursery Schools

Previous review December 2023

Next full revision planned for Autumn 2026

Individual policies will be revised if necessary.

Parents are informed when policy changes are made

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Admissions Policy

The nursery keeps a waiting list of families wishing to join Little Hands with details of preferred start dates and number of sessions requested per week.

When sessions are oversubscribed preference will be given to children who have been on the waiting list the longest. The manager will have the final decision regarding taking new bookings to ensure that sessions are correctly staffed. The nursery will contact parents if their ideal sessions are not available and offer alternatives.

Approximately one term before the requested start date, you will be sent a booking leaflet and form so that your child's sessions can be formally booked, with the GDPR (Data Protection) Policy if this has not already been returned. A deposit is only required for children under two. On receipt of the booking form nursery will plan for your child's admission and you are therefore committed to the first half term's fees whether or not your child attends.

Approximately one half term before your child's start date, you will be sent an email containing: an information booklet outlining the main nursery policies and procedures, a copy of all nursery policies, a healthy lunch box leaflet, information on the Early Years Funding entitlement, and confirmation of your child's sessions. You will also be given information on Tapestry, the online learning journey used by nursery for your child, and a permission form for you to sign so we can start your child's Tapestry profile.

You will be invited to two preadmission visits. There is no charge for these visits if they are made in the half term before your child starts.

Once you have confirmed your preadmission visits you will be asked to complete the Admission form, "About Me" form on Tapestry and the Early Years Funding Declaration form. These forms ask for information about your child and family which will help us settle and care for your child at nursery.

You must sign and return the booking and admission forms as these form the contract between nursery and parents; stating that you have read and agree to the nursery policies and agree to pay the first half term's fees whether or not your child attends. The completed admission form also gives essential contact numbers, health record and family information, it is therefore essential that the form be updated regularly.

At the preadmission visits the role of keyworker will be explained and if possible, you will be introduced to your child's keyworker. An individualised plan will be made for your child starting booked sessions.

You will be informed about the review meeting offered after the first month after starting booked sessions.

Allergies, Intolerances and Dietary Requirements

Information regarding your child's dietary needs/requests should be clearly stated on their admission form and it is the parents' or guardian's responsibility to inform the nursery of any changes. The nursery will ask that any changes are made in writing.

The manager, as allergy lead is responsible for:

- All allergy protocols and medicine on premises,
- Communicating with parents to ensure protocol and medicines are up to date,
- Communicating with staff to ensure protocol and medicines are understood,
- Communicating changes to staff and ensuring deputies and leaders are fully informed,
- Organising staff training and refreshers and ensuring training is understood.

Whenever a child with a known allergy is attending nursery, food containing that allergen should not be served. It may be necessary to serve food containing one of the allergens if multiple children with varied allergies are attending the same session. This should be decided by the manager, or deputy or session leader in the manager's absence. This information should be carefully communicated to all staff working during that session to ensure that the child/children allergic to the food being served do not access that allergen.

Before giving food or drink to any child at nursery the staff will check the "Allergy & Dietary List" which contains information on all attending children's allergies, intolerances, food preferences, and cultural dietary needs. This list is on display for the staff in the nursery at all times. If staff were unsure of your child's dietary needs, you would be contacted before food and drink other than water were offered.

Your child's lunch box and drinks flask must be named. Staff will name any unnamed lunch boxes and drinks flasks; this action is taken for the safety of children having allergies.

Parents are responsible for checking their child's lunch box to ensure the items do not contain any ingredients that their child cannot have.

During all food times children with known allergies or dietary needs are closely supervised and not sat near a child having the food or drink which they are not allowed. Staff will actively discourage children sharing food.

Before any activity, particularly cooking or messy play, staff will check the allergy and dietary list to ensure all children can be included in the activity.

Treats brought to nursery by parents to share with all children (e.g. birthday cake) which do not have detailed labelling will be handed out at the end of the session so that each parent can decide if it is suitable for their own child.

If your child has a severe allergy, their prescribed emergency medicine can be left at nursery in case it is needed. Full arrangements for this would be made with the nursery manager. (Also see the medicine policy).

In line with the Food Standards Agency's requirements (food.gov.uk) a poster is prominently displayed at each nursery reminding parents to keep nursery updated of any allergies or intolerances their children may have.

Attendance Policy

At Little Hands we believe that children develop a strong sense of belonging through regular attendance at nursery. This helps them to maintain the relationships they make at nursery, and supports their learning and development.

While there is no statutory requirement for non-school aged children to attend an early years setting, there is a requirement for regular attendance attached to the Early Years Funding.

We are also required under the EYFS Statutory Framework to monitor children's attendance to ensure there is no cause for concern for health or safeguarding reasons. Any concerns will be followed up according to our policies and procedures.

We ask parents to notify us by email or telephone if their child will not be attending nursery, giving the reason for their absence. Knowing the reason for absences is important from a health point of view so that the manager can monitor symptoms and any cases that are reportable to the Local Health Protection Team (HPT).

More information on childhood illnesses, and exclusion periods can be found in the [Gov.UK Health Protection Guidance](#)

The session leader will call parents of children on the register who have not arrived at nursery approximately after one hour of their start time. We may need to contact the emergency contacts provided on the admissions form if parents cannot be reached. It is therefore important that parents keep nursery informed of children's absences so that they or family members are not disturbed unnecessarily.

Prolonged periods of absence or holiday may also affect children's access to Early Years Funding. More information about this is available on the [Cambridgeshire County Council Early Years Funding Webpage](#)

Policy for Supporting Children's Behaviour

At Little Hands we believe that both children and adults flourish best in an ordered environment in which everyone knows what is expected of them, and children are free to develop their play and learning without fear of being hurt or hindered by anyone else. We aim to provide an environment in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

To achieve this:

Rules governing the conduct of the group and the behaviour of the children, including British values; will be discussed and agreed within nursery and explained to new adults, and to new children as is developmentally appropriate.

All staff at nursery will ensure that the rules are applied consistently, so that children have the security of knowing what to expect and can build up useful habits of behaviour.

All staff will provide a positive model for the children with regard to friendliness, care and courtesy.

Staff in nursery will praise and endorse desirable behaviour such as kindness and willingness to share.

All staff in nursery will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.

Bullying behaviour will not be tolerated. Staff will take appropriate steps to change the behaviour whilst supporting and ensuring the well-being of the victim(s).

Positive self-esteem will be promoted for children and staff (see self-esteem policy)

When children behave in unacceptable ways:

Physical punishment such as smacking or shaking will neither be used nor threatened.

Physical intervention is only used if a child loses control of their behaviour in such a way that they may be a danger to themselves or others. If physical intervention is used it is fully documented on an incident form and parents informed.

Children will never be sent out of the room by themselves.

Techniques intended to single out and humiliate individual children such as "a naughty chair" will not be used.

Children whose behaviour is inappropriate will be given adult support dealing with the behaviour and working towards a better pattern. Where appropriate this might be achieved by a period of "quiet distraction time" with an adult.

In cases of seriously challenging behaviour, the unacceptability of the behaviour and the attitudes will be made clear, immediately, but by means of explanation rather than personal blame.

In any case of inappropriate behaviour it will always be made clear that it is the behaviour and not the child that is unwelcome.

Staff will not shout or raise their voices in a threatening way.

Whilst having regard to British values, staff will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.

Any behaviour problems will be handled in a developmentally appropriate fashion, respecting interactions between people.

Recurring problems will be tackled by the whole nursery, in partnership with the child's parents, to ensure consistency using objective observation records to establish an understanding of the cause. A plan promoting positive behaviour may then be used to develop good behaviour and this would be formulated and shared with the child's family.

Staff will be aware that some kinds of behaviour may arise from a child's special needs.

Booking Term Time & Holiday Club Sessions

Term Time Bookings

Bookings at Little Hands are valid for term time, for the whole time that your child attends, until they leave nursery to start primary school.

No deposit is required when booking sessions for two, three, and four year olds.

For children under two years, a deposit is required when booking or increasing sessions to allow the extra staffing to be planned and secured. The deposit is for four weeks of the full price fees, and forms part payment of the first invoice when the booked sessions are taken. If the government Early Years Funding (EYF) scheme is used, four weeks of funding will be claimed provided a signed declaration is received.

Little Hands Bourn, Melbourn and Newton open 08.00 - 17.30; Linton & Bartlow opens 08.00 - 18.00.

Booking is flexible and can be made around two main session times 09.00 - 12.00 and 13.00 to 15.00. There is no dropping off or collection during the session times - this allows the children core uninterrupted hours in each session. For your child gain the maximum benefit from the social and educational opportunities offered we strongly advise that bookings are made around session times.

Early starts, lunch hour and late finishes can be booked around the sessions to make longer days.

All nurseries serve a cooked meal at approximately 16.15.

Within availability we allow you to choose where to place the hours/sessions in the week.

We advise a minimum of six hours per week - preferably spread over more than one day.

Your main booking is for term time only which is 38 weeks per year. Each term follows the term arrangements for Cambridgeshire Education Authority. Holiday Clubs are available during the school holidays - see below. They are bookable separately from term time to give parents greater flexibility and better financial value.

Sessions can be increased as soon as they are available, and are charged from when they are increased only. Occasional extra sessions can be booked, if available, and are charged on the following half term's invoice.

Each July, the older children at Little Hands leave nursery to start primary school. This gives the opportunity for the remaining children to increase their hours, or change the pattern of their nursery week. This is offered in the spring term, after which any session spaces are offered to waiting list children. There is not usually the chance to increase/change nursery hours at other times of the nursery year.

Should you wish to cancel or reduce the number of sessions, 7 weeks term time notice in writing is required for full price fees, four weeks' notice is required for funded sessions. During the notice period fees remain payable and your child's sessions remain available.

Early Years Funding

Early Years Funding is available the term after the child turns the eligible age as listed below:

3- and 4-year-olds

- Universal entitlement - 570 per year for all children the term after their third birthday
- Working Parent Entitlement -1140 hours per year for children of working parents

2-year-olds

- Working Parent Entitlement - 1140 hours per year
- Entitlement for 2-year-olds, from families in receipt of certain benefits - 570 hours per year

9 months

- Working Parents Entitlement - 1140 hours per year

The funding entitlement of 570 hours per calendar year, can be taken as 15 hours per week over 38 weeks of term time or spread over the whole year as 11.4 hours for 50 weeks.

The Working Parents Entitlement can be taken as 30 hours per week over 38 weeks of term time, or 22.8 hours per week for 50 weeks.

Please note that for the purpose of eligibility, the Education Department state that terms are from 1st January, 1st April and 1st September irrespective of the actual date the term starts.

The funding may be split over a maximum two settings in one day.

To find out if you are eligible

2-year-old entitlement linked to benefits - apply online:

www.cambridgeshire.gov.uk/free2s or by phone to Education Welfare Benefits Team on 01223 703200.

Working Parent Entitlement check eligibility, and apply online:

[Childcare & Early Years Education | Best Start in Life](#)

If you are eligible, you will be given an authorisation code which is then given to nursery.

Using Funded hours at Little Hands

Funded hours must be booked for the whole term and in most circumstances cannot be cancelled or reduced mid-term.

Funding can be booked flexibly; please refer to each nursery's Booking Information document or the Early Years Funding policy for their individual drop off and collections times.

Parents can book funded hours only, in which case there is no additional charge.

Funding can be used between a maximum of 2 settings per day and parents do not have to use all of their entitlement if they don't want to.

The nursery manager will send you a Parent/Carer Declaration form to complete. Little Hands processes the Early Years Education Funding application and receives the funding direct. You will also receive information provided by the Cambridgeshire County Council Early Years Funding team, which provides a link to a guide to completing the form - we are also happy to support you with this.

The Early Years Education Funding team check each application to ensure parents are using the funding as directed and not over claiming. Settings are also monitored to ensure they are offering funding in the correct way.

Full Price Fees

Details of all full price fees can be seen in each nursery's Booking Information document and on the website littlehands.co.uk

Invoices

Invoices are issued for each half term and for each holiday club.

Fees must be paid on the Friday before the start of each half term to secure the child's place. Late payments will be subject to a late payment penalty of £20.

Alternative payment arrangements can be made (e.g. monthly) with the manager if needed. If fees continue to remain unpaid, or prearranged late payment deadlines are not met, full price hours will be reduced to prevent the debt from increasing further.

Holiday Club Bookings

Little Hands offers Holiday Club during all the school holidays except between Christmas and New Year.

Holiday Club opens most days except bank holidays, during nursery hours. Holiday Club bookings are independent from term time bookings using a separate form. The fees are charged at the same rate as term time and must be paid in full before holiday club starts.

Holiday Club is staffed with Little Hands staff to our usual higher ratio of staff to children and is open to children under age the of eight allowing older brothers and sisters to join us.

Extra sessions can be booked during the holiday club period if they are available and these are payable with the booking. Sessions missed during Holiday Club are not refundable.

Payments for any pre-booked holiday club made after the holiday club period has started will be subject to a £20 late pay penalty.

Holiday Club opens with demand; therefore, should there be a very small number of bookings for a session the manager may take the decision not to offer that session. This would first be discussed with any parent who had hoped to use the session, and it may be possible to offer a booking at one of the other Little Hands.

Policy and Procedures for Child Protection

Each nursery has at least one Designated Safeguarding Lead (DSL); details of this can be found on display at each individual nursery.

At Little Hands, we intend to create an environment in which children are safe from harm and in which any suspicion of abuse is promptly and appropriately responded to. To achieve this, we use the Government guidance - Working Together to Safeguard Children and Prevent Duty. The guidance ensures that we:

Exclude all known abusers

It will be made clear to applicants for staff posts at Little Hands that the position is exempt from the provisions of the Rehabilitation of Offenders Act 1974 and a Criminal Records enhanced disclosure (DBS) will be sought.

All staff working at Little Hands whether voluntary or paid will be interviewed before their appointment to ensure their suitability to work with children. Staff are not left unsupervised, and cannot take children unaccompanied to the toilet or change nappies until the vetting is completed. Students vetting will be undertaken by the supervising college.

Nursery vetting is the responsibility of the Business Manager and Senior Manager, and includes enhanced criminal records (DBS) check, two verified references (one which will be the last employer) verification of qualifications and a supervised induction period. In line with safe recruitment requirements, employment cannot start until at least one reference is received and DBS clearance is completed.

Training

All staff involved with the group receive Child Protection training to ensure that they recognise the symptoms of possible physical abuse, neglect, emotional abuse and sexual abuse. These courses are developed by Cambridgeshire County Council (CCC), and are delivered either face to face, or virtually by approved trainers. This training must be refreshed every two years. Staff are supported to put this into practice by the nursery's Designated Safeguarding Lead (DSL), who is a senior member of staff. The DSL also receives CCC training which is refreshed every two years.

Prevent abuse by means of good practice

Adults will not be left alone for long periods with individual children or with small groups. An adult who needs to take a child aside, for example, for a distraction time after inappropriate behaviour, will remain in range of hearing.

Children will be encouraged to develop a sense of autonomy and independence through adult support in making choices and in finding names for their feelings and acceptable ways to express them. This will enable the children to have the self-confidence and the vocabulary to resist inappropriate approaches.

The layout of the nursery rooms will permit constant supervision of all children.

Respond appropriately to suspicions of abuse

Changes in children's behaviour/appearance, and other signs and indicators of abuse will be investigated.

Parents will normally be the first point of reference; though serious suspicions would be referred to the Social Care Team without discussion with the child's carers should this be judged to be in the child's best interest.

All such suspicions and investigations will be kept confidential, shared only with those who need to know. The people most commonly involved will be the Designated Safeguarding Lead, session leaders, staff present on the sessions the child attends, and the nursery manager.

Registers of staff and children's attendance are always maintained - please see attendance policy.

If a member of staff were suspected they would be removed from contact with the children during the investigation. Allegations against a member of staff or volunteer are reported to the Local Authority Designated Officer (LADO) who has responsibility for ensuring all allegations of adults working with children are managed in accordance with Working Together to Safeguard Children 2023, and Cambridgeshire and Peterborough Safeguarding Children Partnership Board guidance. If the allegations were proven instant dismissal would occur. Please also see Whistleblowing Policy.

Keep Records

Whenever worrying changes are observed in a child's behaviour, physical condition or appearance, a log of concern will be completed. This is a specific and confidential record, quite separate from the usual ongoing records of children's progress and development. The record will include, in addition to the name, address and age of the child; timed and dated observations describing objectively the child's behaviour / appearance without comment or interpretation and where possible the exact words spoken by the child with the dated name and signature of the recorder.

Such records will be kept in accordance with the Safeguarding Requirements and will only be accessible by the Designated Safeguarding Lead/s or with staff involved on a need to know basis. Concerns will be discussed with parents and their comments will be recorded.

When a child moves to a new setting all records are transferred to that setting. In addition, Little Hands would make every attempt to refer outstanding concerns about a child to a relevant professional should the child leave the nursery unexpectedly.

This policy follows closely statutory guidance from Government "Working Together to Safeguard Children" (<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>) and guidance from Cambridgeshire Early Years and Childcare Service.

Useful Numbers:

Social Care Team	0345 045 5203
Emergency Duty Team (out of office hours)	01733 234 724
Early Years Safeguarding Manager	01223 714760

Child Protection - Whistle Blowing

Whistle blowing is the term used when someone who works in or for an organisation wishes to raise concerns about malpractice in the organisation and the cover up of these.

Whistle blowing is different from a complaint or a grievance. It applies when you are acting as a witness to misconduct or malpractice that you have observed.

Raising concerns

If it is appropriate to do so, raise the concerns with the nursery manager first.

If you feel unable to do this perhaps because your concern relates to the nursery manager or the concern you raised was not dealt with appropriately - raise the concern with the named person for child protection and/or the Business Manager.

If you have a serious allegation, do not feel it is appropriate to raise the concern internally or despite raising the concern feel it has not been adequately dealt with - you can take the concern to an external organisation using the contact details below.

Little Hands' procedure for dealing with concerns regarding staff misconduct or malpractice is:

Any serious allegation made against staff would be dealt with immediately in accordance with Cambridgeshire & Peterborough Safeguarding Children Board Child protection procedures with allegations being raised with the Local Authority Designated Officer (LADO).

The allegation would be reported to Ofsted and advice sought as to the most appropriate body to investigate the allegation.

Action would be taken to remove the staff member from contact with children whilst the allegation was recorded and investigated (see also: staff disciplinary procedure)

Informal queries raising child protection issues against staff would be dealt with by the Business Manager and would involve discussion with the concerned adult raising the query. (See also: complaints procedure) However the above procedure would commence at any time the query became an allegation.

Contact Details

[Complaints procedure - Ofsted - GOV.UK](#)

NSPCC whistleblowing advice line: 0800 0280285 Email: help@nspcc.org.uk
NSPCC, Weston House,
42 Curtain Road, London EC2A 3NH.

Collection of children from nursery

This policy follows guidelines from Cambridgeshire Early Years and Childcare Services. In normal circumstances children will leave the nursery only with a parent or adult who is authorised on the child's admission form and who is known to the staff. **The key to safe and happy collection is to have as few "authorised collectors" as possible, to provide the nursery with up to date information about who will be collecting and for the collectors to be prompt and approach the staff.** All staff are aware of the system in operation for children's arrival and departures. A member of staff will be at the door during departures.

Responsibility for collection of each child lies with the parents who should authorise any changes of collection or contact numbers, to the nursery in writing as soon as possible. Alternative contact numbers should be given on each child's admission form and all "authorised collectors" must be over 18 years; this can be reviewed with parents at the session leader's discretion. The alternative contact person should visit nursery with the parents and be introduced to the staff on or around the child's start day, it is also helpful to provide nursery with a photograph of your additional contacts.

Rarely, if requested in writing by a parent, staff will release a child to an adult not authorised on the admission form. If the collecting adult is not already known to the staff, they must bring a form of photo identification with them when collecting the child.

In emergencies parents may make a telephone request to the session manager, to release their child to an unauthorised adult. Staff will establish a password to be used on collection and photo identification would be preferred.

For families where the child's parents are separated, we cannot refuse collection to the parent who is not living with the child without either a court order or proof that the parent does not have parental responsibility. In all cases proof of relevant documentation would be required.

When the child is handed over to the parent, they are the sole responsibility of that adult and the nursery can accept no responsibility for incidents occurring in other areas of the building, the car park or beyond.

Should a child not be collected they will remain at nursery whilst staff attempt to contact all authorised collectors named on the child's admission form starting with the parents. Should the nursery be unable to contact any of the people named one hour after the close of nursery then it would be assumed that a major problem had arisen, and the Children's Social Care team would be contacted to find the whereabouts of the main authorised collectors.

Repeated late collection of children can be distressing for the child and make organisation of staffing difficult. If a child is repeatedly collected late a fee of £10 per 15 minutes will be charged. Parents would be advised in advance if this penalty was to be introduced.

Complaints Procedure for Parents

Little Hands nursery school aims to provide quality care and education for all our children, and a welcoming and informative environment for their families. In order to achieve this, it is essential that we have feedback from parents about any aspect of the nursery on which they feel necessitates a comment.

At Little Hands we have an open-door policy allowing suggestions and concerns to be dealt with easily, however should you ever have any concerns about nursery that you find difficult to address the following procedure is in place to help both yourselves and the nursery work through the problem.

Should you have any concerns:

Firstly, talk through your concerns with the nursery manager, or the session leader either at nursery or by telephone.

It would be very unusual for the Little Hands staff to be unable to resolve your concerns at this initial stage, however if there is not a satisfactory outcome within two weeks, or the problem recurs, you should put your concerns in writing and request a meeting with the nursery manager or the Business Manager for further discussion. At this point you may wish to have another adult with you and the nursery will make a written copy of the meeting. The Business Manager investigates all written complaints and will report back to you within 20 days, giving the results of the investigation and the action to be taken.

If you still feel your concern is unresolved and that a satisfactory agreement cannot be reached between yourselves and the nursery manager or Business Manager then an external mediator possibly from the Early Years Alliance, will be used. The mediator will help define the problem, review the action so far, and suggest further ways it might be resolved. The mediator would keep all discussions confidential, meet with both parties either at the nursery or a neutral venue, and would keep a written record of any meetings held.

For a serious complaint you may also involve OFSTED, the nursery's registering body, at the address below and they would also investigate the complaint.

Ofsted
Piccadilly Gate
Store Street
Manchester
M1 2WD
0300 123 4666
enquires@ofsted.gov.uk

Policy on Confidentiality and Information Sharing

To meet the needs of the children in our care it is important to share information concerning a child's progress and development with parents and between all staff in the nursery. We also share information with other settings caring for a child and new settings children transfer to, including primary schools.

Parents are encouraged to share their child's records with other carers and settings working with their child, so all involved can plan the best care and education for each child.

With parents' permission an initial summary of their child's two-year-old progress record are shared with the child's health visitor.

With parents' permission a general summary of their child's progress record, the "transition document" is sent to a new setting or school when their child leaves Little Hands.

Parents can request that certain information be on a "need to know basis" either within the nursery or between settings. Any request to limit the access of a child's information should be made to the nursery manager who would be the key information holder.

It may also be necessary in some circumstances for the nursery to seek the help and advice from outside professionals. In most cases if this action is taken the parent's permission will first be sought. In cases of grave concern for the child's safety social services would be consulted without parents' consent. (See also Child Protection and Data Protection General Data Protection Regulation (GDPR) policies)

All staff at Little Hands have a duty to treat information regarding families with confidentiality both in and outside of nursery. To assist with this, we ask parents to only request information regarding their child whilst on the nursery premises, when confidentiality can be best assured. Staff will decline to give information at any other time e.g. school playground, or supermarket.

Staff are given policy guidance regarding sharing information digitally. This ensures that staff consider nursery confidentiality when using social networking sites, blogs, computer documents and mobile smart devices. (Staff policy available at nursery)

Staff will not give address and phone information regarding you or your child to other parents.

Children's observations on Tapestry often contain images of them at play with other children; these are vital in demonstrating children's social interactions while they are at nursery. Parents are not permitted to share images featuring other children, staff or images that identify the nursery in any way on any public forum or social media platform.

Data Protection General Data Protection Regulation (GDPR)

To protect individual's personal data Little Hands Nursery Schools follows General Data Protection Regulation (GDPR) May 2018.

The following guidelines are a summary of Little Hands' compliance with GDPR.

The details of how Little Hands achieves this along with samples of notices and consents can be found in the nursery GDPR file.

All staff are sent a full electronic copy of the file and it can also be found on the nursery website, and as a paper copy at the nursery if required.

Compliance with the GDPR

We use the following GDPR privacy principles

Lawfulness, fairness, transparency	We have a lawful reason for collecting personal data and collect it in a fair and transparent way.
Purpose limitation	We only use the data for the reason it is initially obtained.
Data minimisation	We do not collect any more data than is necessary.
Accuracy	The data collected is accurate and there are mechanisms in place to keep it up to date.
Storage	The data is not kept any longer than needed.
Integrity and confidence	The personal data we hold is protected

These privacy principles are supported by **accountability**. This means that in addition to ensuring we meet the privacy principles we also ensure correct measures are in place to demonstrate how compliance is achieved and have a lead designated person responsible for the delivery.

We also recognise **your rights** as a data subject. These include the right to:

- | | | |
|------------------|----------------------------------|---------------------|
| be informed | have access to your data | have data corrected |
| have data erased | restrict processing of your data | withdraw consent |
| complain | | |

To achieve the above Little Hands has the following in place (further details in Little Hands GDPR file)

Privacy Notices	When Little Hands collects any data, we tell the data owners
how we are going to use the data	(Legal basis for holding information)
who we share the data with	(Recipients)
how long you will keep the data	(Retention period)
information on consent and complaint	(Purpose of intended Processing) (Complaints process) (Right to withdraw consent)

Data Processing Agreements

Little Hands has written agreements with any Data Processes who use data collected by Little hands including:

- Payroll
- County Council
- Children's digital record holder

Little Hands nursery management system is stored and used offline only.

Training All Little Hands staff are trained on data protection under the GDPR using internal and online training during the induction period.

New Project Data Protection Planning Little Hands incorporates data protection using the GDPR into new projects and services at the development stage.

Breach Notification Little Hands would notify the Information Commissioner's Office (ICO) of a data breach within 72 hours of becoming aware of the breach.

Data Protection Lead Little Hands has a trained Data Protection Lead who plans, delivers, and evaluates compliance and data protection.

Complaints Procedure

If you have a concern about the way we are collecting or using your personal data, we request that you raise your concern with us in the first instance - details below. Alternatively, you can contact the Information Commissioner's Office at <https://ico.org.uk/concerns/>

Full GDPR policy and Information

Full GDPR details are available as paper or digital policies at nursery and on the nursery website at www.littlehands.co.uk

Early Years Funding

The following regulations for using funded sessions are set by Government and cannot be changed by the nursery.

Early Years Funding is available the term after the child turns the eligible age as listed below:

3- and 4-year-olds

- Universal entitlement - 570 per year for all children the term after their third birthday
- Working Parent Entitlement -1140 hours per year for children of working parents

2-year-olds

- Working Parent Entitlement - 1140 hours per year
- Entitlement for 2-year-olds, from families in receipt of certain benefits - 570 hours per year

9 months

- Working Parents Entitlement - 1140 hours per year

The funding entitlement of 570 hours per calendar year, can be taken as 15 hours per week over 38 weeks of term time or spread over the whole year as 11.4 hours for 50 weeks.

The Working Parents Entitlement can be taken as 30 hours per week over 38 weeks of term time, or 22.8 hours per week for 50 weeks.

Please note that for the purpose of eligibility, the Education Department state that terms are from 1st January, 1st April and 1st September irrespective of the actual date the term starts.

The funding may be split over a maximum two settings in one day.

To find out if you are eligible

2-year-old entitlement linked to benefits - apply online:

www.cambridgeshire.gov.uk/free2s or by phone to Education Welfare Benefits Team on 01223 703200.

Working Parent Entitlement check eligibility, and apply online: [Childcare & Early Years Education | Best Start in Life](#)

If you are eligible, you will be given an authorisation code which is then given to nursery.

Using Funded hours at Little Hands

Funded hours must be booked for the whole term and in most circumstances cannot be cancelled or reduced mid-term.

Funding can be booked flexibly; please refer to each nursery's Booking Information document or the Early Years Funding policy for their individual drop off and collections times.

Parents can book funded hours only, in which case there is no additional charge.

Funding can be used between a maximum of 2 settings per day and parents do not have to use all of their entitlement if they don't want to.

The nursery manager will send you a Parent/Carer Declaration form to complete. Little Hands processes the Early Years Education Funding application and receives the funding direct. You will also receive information provided by the Cambridgeshire County Council Early Years Funding team, which provides a link to a guide to completing the form - we are also happy to support you with this.

The Early Years Education Funding team check each application to ensure parents are using the funding as directed and not over claiming. Settings are also monitored to ensure they are offering funding in the correct way.

Policy for Equalities

Little Hands is committed to providing equality of opportunities for all children and families and works in accordance with all the relevant legislation. Each nursery has at least one named person responsible for Equalities and details of this can be found on display at each individual nursery.

We believe that the Little Hands nurseries should be open to all children and families and recognise that different types of family successfully love and care for their children. To support this ethos, we ensure all children and families are treated as individuals, we deliver anti-discriminatory practice to ensure that every child is supported and included and we place great emphasis in identifying and supporting children who are vulnerable.

We also aim to ensure that all those who wish to work at Little Hands have an equal chance to do so by acknowledging the nine protected characteristics of the Equality Act 2010.

To achieve this ethos Little Hands uses many strategies. Our most important are:

Children and their families

Our aim is to show respectful awareness of all major events in the children and their families' lives, and our whole society, welcoming the diversity of their backgrounds.

Without indoctrination in any specific faith, the nursery celebrates the culture and festivals specific to families attending.

We take all additional measures possible to support families who may find accessing the Little Hands service difficult for reasons of language and culture.

We can offer special arrangements to be made for families who wish their child to join Little Hands but who find the fees prohibitive including a flexible payment system for families with differing means.

The waiting list is not always operated on a "first come, first served basis" instead consideration is given to any special factors, at the manager's discretion.

We place importance and have specific strategies to support families and children through all transitions during their time at Little Hands including starting nursery and leaving for primary school.

Using the government guidance Little Hands works closely with the fundamental British values of democracy, rule of law, individual liberty, mutual respect, and tolerance.

The Curriculum

All children will be respected and their individuality and potential recognised, valued and nurtured. Activities and play equipment offer children opportunities to develop in an environment free from prejudice and discrimination. Appropriate opportunities will be given for children to explore, acknowledge and value similarities and differences between themselves and others.

Resources

These will be chosen to give children a balanced view of the world and an appreciation of the rich diversity of our multiracial society. Materials will be selected to help children develop their self-respect and to respect others by avoiding stereotypes and derogatory pictures or messages about any group of people.

Special Needs

Little Hands recognises the wide-ranging needs of children and families in the community and will consider how it can meet these needs (also see SEND policy). Planning for any meetings involving staff or parents will consider the needs of people with disabilities.

Discriminatory behaviour and remarks

These are unacceptable at Little Hands. The response will aim to be sensitive to the feelings of the victim and to help those responsible to understand and overcome their prejudices. Also, assessment would be made as to whether the child involved was at risk of radicalisation or extremism. We are required to report any racist and discriminatory comments by adults or children to Early Years and Childcare Team.

Language

Information, written and spoken, will be clearly communicated in as many languages as necessary. Multilingual children are an asset and will be valued with their languages recognised and respected in the nursery.

Food

Medical, cultural, and dietary needs will be met.

Staff Employment

Little Hands will appoint the best person for each job and will treat fairly all applicants for jobs, and all those appointed. Commitment to implementing the nursery's Equality policy will form part of the job description for all workers. No applicant will be rejected on the grounds of age gender, sexuality, class, means, family status, disability, colour, ethnic origin, culture religion or belief.

Training in equality will be available for all staff and an introduction will be given in the induction program. Equality practices within the nursery will be reviewed at staff meetings and changes made within the operational plan as necessary.

Policy for Payment of Fees

As Little Hands operates with a higher than required staff ratio, we rely on fees being paid on time according to the policy below.

We do have other arrangements for payment if needed, for example, monthly or weekly, and this should be arranged with the nursery manager. If the fees become prohibitive to keeping your child at nursery reduced fees may be arranged at the managers discretion. Should any problem arise with payment of the fees please discuss this with the nursery manager who in most instances can help as the nursery always tries to be flexible to families' needs.

Term Time Fees

The fees are invoiced for each half term which are between four and eight weeks.

Invoices will normally be sent out two weeks before the final payment date.

The invoice is due for payment by the Friday before the start of each half term. Late payments will incur a penalty of £20.

Parents paying by Childcare Vouchers or Tax-free Child Care must ensure that all payments reach the nursery bank by the Friday before the start of each half term - please note it can take 5 working days from authorising the payment to it reaching the nursery account.

If parents wish to maximise the tax benefits of paying with vouchers, monthly payments can be made but the invoice must be paid in full by the Friday before the start of each half term. This will result in the monthly payments being made in advance - please speak to the nursery manager for further details.

The voucher company should be instructed to notify the nursery by e-mail little.hands@icloud.com when the payment is due so that individual payments can be correctly tracked.

Parents paying by direct bank transfer, internet banking or Tax-free Child Care should reference their payments with their child's name and email a notification of payment to little.hands@icloud.com

If sessions are to be reduced or cancelled, seven weeks term time notice must be given in writing or the following half terms fees will be charged for the greater number of sessions.

An increase of sessions will only be charged from when they commence.

Any extra sessions taken in the half term will be charged on the following half terms invoice.

Persistent late collection of a child will be charged at £10 per 15 minutes and parents would be advised by the nursery manager before this penalty began. Persistently collecting a child late is distressing for the child and involves extra staffing costs.

Holiday Club

Parents are advised of holiday club sessions available with a booking form. A separate holiday club invoice with confirmation of sessions booked is issued approximately two weeks before holiday club begins. Holiday club fees must be paid in full the Friday before the holiday club sessions begin.

Holiday Club fees remaining unpaid after the start of the holiday club for which they are booked are subject to a £20 late pay penalty.

Unpaid Fees

If fees continue to remain unpaid, or prearranged deadlines are not met, full price fees will be reduced to prevent the debt from increasing further.

Parents will not be able to book full price holiday club sessions if the fees from the previous holiday club are outstanding.

If fees remain unpaid after a child has left nursery, then Little Hands would write to the parents to try to resolve the issue and make arrangements for the outstanding fees to be paid.

If the fees remain unpaid after two letters, Little Hands will pass the matter to a debt collection company.

Holiday Club

The sessions you have booked for your child are for term time, which is 38 weeks each academic year and follows closely the term times of Cambridgeshire Local Authority.

In addition, during the school holidays Little Hands nurseries are open for Holiday Club as follows:

Booking forms for each Holiday Club are sent out at the beginning of the half term before.

Early Years Funding can be spread to cover Holiday Club but must be organised a term in advance.

We offer hourly bookings within morning, lunch and afternoon sessions.

The sessions are run by some of the Little Hands term time staff to our usual higher staffing ratios, irrespective of the children's ages.

The sessions are open to children from 2 to 7 years so older brothers and sisters can join us.

The group sizes are usually smaller than term time.

The activities are child led, continuing with Learning in the Moment as during nursery.

The activities provided show consideration of the different ages of children booked into the session and for children aged 2-5 the Early Years Foundation Stage is used as guidance.

The fees are priced the same as term time and must be paid in full before the holiday club starts.

Booked sessions will be confirmed and invoiced approximately two weeks before holiday club starts. Once bookings are confirmed sessions cannot be cancelled or reduced as staffing will be in place. It may be possible to increase sessions booked if a staffed space is available.

Payment must be made in full by the Friday before each Holiday Club.

For bookings made during the holiday club payment must be made with booking.

Bookings for Holiday club cannot be taken if fees for the previous Holiday Club are outstanding.

Illness and Infection

It is very difficult for a young child to attend a session when they are feeling unwell. Children can become poorly quickly and may leave home feeling fine only for us to contact you an hour later to ask you to collect. Children cannot always express in words that they are not feeling well or may appear fine at home after being poorly for a few days but not be well enough yet to cope with nursery.

Parents are advised not to send their child to nursery if they are unwell or could be infectious. Parents are required to contact the nursery by telephone or by email to report their child's absence and the reason for their absence. If the absence is due to illness it is helpful for the nursery manager to know the child's symptoms because we are required to monitor any infectious illnesses and if relevant report them to the Health Protection Team.

If your child becomes unwell at nursery, we will contact you immediately to collect them. It is therefore very important that your contact numbers are kept up to date.

If a member of staff suspects your child has an infectious disease on arriving at nursery you would be advised to take your child home and what action to take next.

On returning to nursery following illness please discuss your child's current health with a member of staff.

The nursery follows guidance from the UK Health Security Agency regarding infectious diseases; this details their incubation and exclusion periods from nursery and can refer to this should you need any advice. If the staff have any doubts the nursery's local health centre will give the staff general advice. Notifiable diseases and clusters of food poisoning are reported to the Health Protection Agency, and to Ofsted.

Children who have been infectious should have a 24 hour "infection free" period at home.

If your child has sickness and/or diarrhoea they should not return to nursery for 48 hours following the last symptoms, but also you should ensure they are eating and drinking normally for 24 hours before they return.

Children with Covid-19 are required to stay away from nursery for 3 days.

Adults with Covid-19 are required to stay away from nursery for 5 days.

Children who are unwell with a high temperature can return to nursery if they no longer have a high temperature and are well enough to attend.

Any non-prescribed medicines including those for reducing temperature or alleviating "cold virus" symptoms will not be given at nursery for short term illness, as if your child still requires this medication, they are not yet fit enough to return to nursery.

The nursery has infection prevention and control measures in place as daily good hygiene practice; this will be escalated following any outbreak of infectious illness. Please also see the nursery's Outbreak Management Plan and *General Health and Practical Guidance for Hygiene, Safety & Infection Control* (available to parents on request).

On rare occasions, and as a last resort, if staff illness affects the legal ratios, the nursery may need to reduce children's numbers or in extreme situations close. This will be considered as part of the Outbreak Management Plan and in some cases under guidance from the Health Protection Team - more information can be found in the Unforeseen Circumstances policy and the Outbreak Management Plan.

More information can be found at:

www.nhs.uk

<https://www.gov.uk/government/publications/health-protection-in-schools-and-other-childcare-facilities/exclusion-table>

Intimate and Personal Care Policy

Little Hands welcomes children to join the nursery whether or not they can manage their own personal hygiene and we provide appropriate support for each child on an individual basis.

Personal care is less intimate and usually has the function of helping with personal independence e.g.: eating, drinking, washing, and dressing. These tasks do not invade conventional personal, private, or social space to the same extent as intimate care.

Intimate care involves tasks of an intimate nature, associated with bodily functions and personal hygiene which demand direct or indirect contact with, or exposure of, the genitals.

Whenever possible intimate care will be carried out by the child's keyworker. Should a child become distressed or unhappy about being cared for by a particular member of staff, the matter will be explored, outcomes recorded, and parents consulted. Further advice would be taken from outside agencies if necessary.

For children having a high level of additional need which impacts on their intimate and personal care, the SEND coordinator will seek advice from specialists involved e.g.: physio, or occupational therapist.

During Intimate care staff will

Ensure all children who require intimate care are always treated respectfully; and the child's welfare and dignity are protected.

Encourage each child to do as much for themselves as they can so they may achieve the highest level of autonomy that is possible, given their age and abilities.

Respect each child's right to privacy. Wherever possible, one child will be cared for by the same adult, unless there is a sound reason for having two adults present.

Ensure good communication with each child using their preferred means of communication (verbal, symbolic, etc.) to discuss needs and preferences in line with ability.

Staff will note physical changes in a child's presentation e.g., marks, bruises, soreness etc. and will immediately report concerns in line with our child protection policy.

Intimate care will be carried out within earshot of other staff and in line with the safeguarding and child protection policies.

Policy on Lost Children

There are a limited number of situations where a child could be lost, and these are:

Where a child wanders off on a nursery outing (see **Policy on Outings**)

Where a child escapes from the nursery or garden.

Where a child is taken from the nursery by an un-approved adult (see **policy for the Collection of Children**)

Should a child become lost the following action should be taken:

Alert the member of staff in charge and the Business Manager who will make enquiries of relevant members of staff as to when the child was last seen and where.

Remember the safety of the other children, regarding supervision and security.

Ensuring that the remaining children are sufficiently supervised and secure, one or preferably two members of staff should search the building, garden, and immediate vicinity.

If the child cannot be found, then the Police and parents must be informed.

Staff will continue to search, opening up the area, keeping in touch with mobile phone if available.

When the situation has been resolved members of staff should review the reasons for it happening and ensure measures are taken to ensure that it does not happen again.

The Business Manager should assess the incident overall and report the incident to Ofsted, the LADO (Local Authority Designated Officer) and the Safeguarding Team.

Medical Needs Policy

Little Hands is committed to the inclusion of children with long term medical needs. All children have short periods of illness and medical intervention however this policy refers to children who have an illness that requires medical intervention on a long-term basis for chronic or permanent conditions.

Admission

Children with medical needs are admitted to Little Hands using our standard admission policies.

If your child has medical needs or may need treatment or therapy at nursery this must be discussed with the nursery manager before your child starts. You may be asked to write about your child's needs and how you would like us to deal with them.

For complex medical needs the nursery manager may organise an individual (health) care plan to guide nursery in dealing with these needs. The only barrier to an immediate start at nursery for your child would be if the treatment or therapies needed at nursery require staff training to be delivered or if staff support was not available from within nursery.

An Early Help Assessment (EHA) could be started if not already in place.

Medication

Medicines and certain treatments can be given regularly and long term at nursery should this be required; however regular medicines and treatments should be prescribed out of nursery hours if possible. (Please see the medicine policy)

Individual Health Care plan

An individual medical plan is a plan written between parents and the nursery manager to outline the best way to provide for any medical needs at nursery. Most long-term medical needs will not require a full plan, but parents are asked for a written statement of their child's needs and how they would like us to deal with them.

Complex medical needs will require a health plan which will be completed by the nursery manager with the parents and be agreed by the medical staff caring for the child. The plan will:

- Identify medical need.

- State the care required (both at home and at nursery) to manage the condition.

- State a protocol for emergency situations which may arise from the condition.

- State staff training required.

- Give a review date appropriate to the condition.

All staff must be familiar with the child's medication and protocol and are instructed to raise any queries or aspects not fully understood with the manager, especially regarding the name, dosage, and administration of the medicine.

Emergency Protocol

An individual emergency protocol helps staff deal most effectively with a medical emergency. If your child has a known medical condition which could result in an emergency e.g.: severe allergy or epilepsy the nursery manager will ask the medical team involved with your child to write an emergency protocol.

The protocol will include actions to be taken and adults to be contacted and it should be clear and concise. The nursery manager will show you where the protocol will be kept at nursery so that it is very easily accessed if required, but not be on general view.

Policy for Giving Medicines

The nursery will undertake the giving of medicines to children under the following conditions, providing the child is healthy enough to be at nursery. Medicines are given by the session leader.

Any prescribed medicine given at nursery must be in its original container with an unaltered prescription as written by the doctor or dispensing pharmacist, stating your child's name, medicine name, dose, method of giving the medicine, and timings to be given during the day. All medicines are stored securely and appropriately at nursery and cannot be left on the children's peg. Parents must give written consent including confirmation the child has no known allergy to the medicine.

Long-term Prescribed Medicine

Examples: long-term antibiotics, emergency allergy treatment, asthma inhalers, eczema creams and epilepsy treatments

A letter of consent is required from the child's GP and the parents detailing the medicine or treatment to be given and the conditions under which it should be used. If possible, the medicine should be prescribed to be given out of nursery hours. If staff have needed to give the medicine the parents will be informed by telephone and asked to sign a medicine form when collecting their child. Please also see Medical Needs Policy

Short-term Prescribed Medicine

Example: antibiotics

The PARENT must give permission to the session leader who will check for clear prescription details on the container and cannot agree to give the medicine without them. The session leader will ask the parent to complete a medicine form. If the child is brought to nursery by another adult, the parent must send written consent to give the medicine. Part of the medicine form will be returned to the parent at the end of the session to state exactly when the medicine was given.

Non-prescribed Medicine

Example: Calpol, paracetamol, cold and cough remedies and medicine for reducing temperature. These medicines cannot be given at nursery unless they are regularly prescribed for long-term medical needs. If a child is still requiring this type of medication to help them over a short-term illness, then nursery will presume the child is not yet well enough to return to nursery.

Should parents be advised by their GP to manage a long-term condition (such as allergies) with non-prescribed medication, this can be administered at nursery at the manager's discretion if a letter of consent is given by the child's parent. The letter must confirm that parents are following advice from their GP.

The session leader will follow a detailed policy when giving a child any medicine and this is available for parents if required.

Nannyng or babysitting roles using staff who are employed at Little Hands

Little Hands permits staff to work independently for nursery families in the following roles:

- Babysitting
- Nannyng
- Childminding
- Providing Transport before or after nursery

The arrangement will be strictly between the child's family and the staff member and will not be the responsibility of Little Hands. We therefore apply the following conditions and guidance:

The staff member must organise clear written arrangements for employment covering the following aspects which should be in line with Little Hands policy

- Child protection
- Confidentiality
- Data protection
- Digital Images.

The staff member must organise appropriate insurance and professional indemnity cover

Staff should inform the nursery manager in writing of any work arrangements with nursery families, however informal, giving details of the arrangements.

The staff member has sole responsibility for declaring extra income to HMRC

The guidelines are in place to ensure good practice in all areas for both staff member and the family. Any breach of the above guidelines would result in disciplinary action for the staff member, in line with Little Hands policy.

In addition:

The staff member and family should ensure that a criminal record check carried out via the Disclosure and Barring Service (DBS) is obtained as most criminal records checks obtained for Little Hands are not portable and therefore only apply to Little Hands, unless the staff member has subscribed to the DBS Update Service.

The staff member is advised to have written agreements between themselves and the family regarding payment and responsibilities.

The staff member should ensure they have any necessary training required for the role.

Online Safety Policy

At Little Hands online safety has high priority and includes teaching the children the importance and methods of staying safe online. We use age appropriate material to help deliver the message to the children and this is available for parents to share with their child at home - please ask the nursery manager if you would like any further information.

Children's use of the Internet

Staff will supervise computers and devices when in use

The computer and devices are fitted with a recommended Firewall and anti-virus software.

Staff must ensure that computer and devices have shortcuts to favourite sites and apps.

Staff should visit all new sites and apps first to be aware of the content

If the children leave pre-checked sites and start visiting sites new to nursery staff will redirect them to 'favourite' sites and view the new site for suitability out of children time.

Staff are aware that all searches on 'Images' through search engines can be risky. Child-friendly search engines such as 'Swiggle' and in sites used in education should be used for further protection.

The computer and devices should be positioned facing out into the room to enable staff to monitor internet use easily.

www.internetmatters.org/advice/0-5

<https://saferinternet.org.uk/>

Staff use of internet

Staff are not permitted to take any personal electronic device (mobile phone, or any device with imaging and sharing capabilities) into a children area. Any devices staff bring to nursery must be stored according to each nursery's procedure in an area not accessible to the children.

Images or videos taken at nursery must not be displayed on social networking sites except for photographs in which individuals cannot be identified used for approved uses such as the nursery's Instagram account.

If there is any suspicion that there are unauthorised nursery images on a mobile phone or device with imaging and sharing capabilities the Allegations of Abuse process will be followed.

All internet devices used in the children area will have restricted password protected Wi-Fi access

Parents

Parents are not permitted to take any personal electronic device (mobile phone, or any device with imaging and sharing capabilities) into a children's area.

Parents are not permitted to share observations from Tapestry which contain images of other children, staff or images that identify the nursery in any way on any public forum or social media platforms.

Nursery has a small selection of books to share with parents and children to support online safety at home.

The NSPCC website also provides ideas and support regarding online safety for children:
<https://www.nspcc.org.uk/preventing-abuse/keeping-children-safe/online-safety/>

Office Computers and Laptops

Are for official nursery work only.

Are password protected and regularly backed up.

The nursery manager will check the browser history of all nursery devices which connect to the internet on a weekly basis. Any unusual activity will be reported to the Business Manager for investigation.

Staff will ensure that visiting adults do not use mobile electronic devices in children's areas.

Social Network Sites

As part of the confidentiality and data protection policies, staff are not permitted to discuss any aspects of nursery on social media.

Images or videos taken at nursery must not be displayed on social networking sites except the nursery's own Instagram page using photos that do not show the children's faces.

Digital images - use of photos and videos

The nursery regularly takes photos of the children at play, mostly to support the curriculum planning. These photos are often shared with parents on the photo board, in children's folders/Tapestry, and are always available on request. The nursery also occasionally videos the group for staff training or to show at parents' events.

The nursery shares photographs of activities and children at play on its Instagram page. The children cannot be identified through these photographs and the Instagram page is private.

Occasionally pictures of children attending nursery may be used as part of the publicity of the nursery, e.g.: press or television; however, they will not be released with the names of the child unless the parents give express permission for this to be done.

Written parental agreement is obtained before a child's image is used on the nursery web site.

We avoid the publication of children's full names with any images published. Any external photographer will have the validity of their organisation checked. Please note that Little Hands does not have control of how images taken by the media are published.

Where pictures are taken of the whole nursery (for example on the day of the visit of Father Christmas) the parents of children who have opted out of having the child photographed will be contacted to allow them to review their decision.

For any special events where parents wish to take photos or videos for their children within a group (e.g.: parties, picnics) a separate consent form is available whereby the parent agrees to ensure that any images taken are for personal use and agrees to keep them securely. Images or videos taken at nursery must not be displayed on social networking sites.

To prevent photographs and videos being taken without authorisation Little Hands has the following additional policy guidelines:

Parents must sign the nursery contract to permit photos being taken of their child.

Parents can refuse photo permission in which case the child will not be photographed by staff, parents, or any outsider.

Please speak to the nursery manager for further details.

Policy on Outings and Walks

The children are sometimes taken on short walks beyond the nursery's garden but within the area immediately surrounding nursery and written parental permission for this is given when parents sign the admission form. For these walks the following procedures are followed:

Staffing ratios are maintained at the same level as in the nursery.

The children will be counted before setting off and at regular intervals throughout the outing. If the group is broken up into subgroups a designated person in charge will be assigned and that person will be responsible for counting the children at regular intervals.

Return times to nursery will be arranged with a member of staff remaining at nursery.

For longer walks outside the grounds immediately surrounding nursery the additional procedures are also followed:

A first aider is present and a suitable first aid box taken.

Copies of contact lists containing information regarding allergies and the child's GP will also be taken.

Staff will take first aid, contact lists, additional fluids, and a mobile phone.

Parent-Nursery Partnership

Little Hands works in partnership with parents to enhance the children's nursery experience.

We ask parents to provide information about their child prior to starting to make settling smoother.

We ask parents to share with us their child's and family's events so we can use these to plan and deliver a child-centred education plan.

We inform parents of the nursery routine, staff deployment and their child's nursery experiences so that parents can be fully involved in the education we are providing.

To achieve this, we ask for your involvement in the following ways:

To make visits to nursery prior to the start date

Parents are encouraged to make preadmission visits to the nursery giving opportunity to share information about their child prior to the start date.

To read the written information.

During the initial and preadmission visits you will be fully informed regarding the nursery structure, routine, staff deployment and policies. This is supplemented with details in all the information documents each family receives before their child starts at nursery. The nursery policies are emailed to parents and are available on our website www.littlehands.co.uk More detailed policies are used by the staff, and parents are welcome to read these if desired.

Approximately a month after starting at nursery parents are invited for a short meeting (either at nursery, video-call or by phone) to ensure they are happy and up to date with policy and procedure and their child's progress so far.

To fully complete and update the forms

We ask parents to provide their child's family and care details on an admission form and their family and daily routines on the "About Me" form on Tapestry so we can have this information prior to the child starting at nursery.

To keep staff informed about your child

Little Hands has a high staff to child ratio, so parents can discuss their child at the beginnings and ends of sessions, or by telephone. Staff can add these discussions to the child's Tapestry Profile if appropriate. Also, parents can make appointments to speak to a member of staff without their child present at a mutually convenient time.

Parents can upload information, photographs, and videos to their children's Tapestry profiles. This is a two-way system and parents are encouraged to share developmental milestones, exciting events, changes in routine etc. This is particularly useful for working

parents who may miss the verbal feedback with staff at the end of sessions.

To share your child's development and progress with us

The staff conduct frequent observations on each child to monitor their achievements and to plan their next steps which are recorded on Tapestry. Parents are encouraged to contribute to this record by sharing developments and achievements from home, both verbally and written.

To ensure the best outcomes for their child, parents are asked to share their child's achievements and next steps with the child's other carers and settings.

When a child leaves Little Hands, a transition document, giving a summary of the child's development, is completed on Tapestry. This is shared with parents and sent direct to the child's new setting or school with parental consent.

Parents' consultations are always available, giving parents and other family members the opportunity to view the nursery and talk to the staff without the children present. Parents can ask to speak to their child's key worker at any time so that a meeting can be arranged.

Little Hands has no requirement for parents to help at nursery on a "rota basis" but parents' contributions are always welcome. We welcome parents and family members to visit, help, offer their own skills, and to be involved in the nursery if they wish; access to nursery may be limited during times when infectious illness levels within the nursery or local area are high.

Parents are kept informed of nursery activities with regular emails, detailing any themes/topics, term dates, special activities, etc. The nursery also provides information to parents via Tapestry, and on the nursery's Instagram page.

General nursery and Early Years Foundation Stage (EYFS) information is displayed on the parent's notice board. Also, general information, including meetings or lectures, which may be useful to parents is displayed in the waiting area.

The nursery may send out parent questionnaires to evaluate the care and education it is providing and to plan future nursery development and parents are involved, whenever possible and in a variety of ways, in new initiatives.

Information for registering queries, complaints, or suggestions, is also included in these policies.

Safe Eating and Drinking (Previously Food and Drink)

Staff receive in-house training in food and general hygiene using Safer Food, Better Business (Food Standards Agency <https://www.food.gov.uk/business-guidance/safer-food-better-business>) This system is also used to monitor hygiene procedures. Additionally, at least one member of staff is externally trained in food hygiene every three years. The training is used to update all staff's practice and evaluate our monitoring procedures.

Children's allergies, intolerances and dietary requirements are considered whenever drinks and food are offered so that allergic children do not have access to food containing the allergen. Parents are asked to notify nursery of their child's special dietary requirements, food allergies and intolerances prior to their child starting nursery.

Whenever a child with a known allergy is attending nursery, food containing that allergen should not be served. It may be necessary to serve food containing one of the allergens if multiple children with varied allergies are attending the same session. This should be decided by the manager, or deputy or session leader in the manager's absence. This information should be carefully communicated to all staff working during that session to ensure that the child/children allergic to the food being served do not access that allergen.

Staff also receive training in food safety with regard to safe eating, working with parents to ensure that the food given to children is safe for them to eat, taking into account their stage of development when weaning as well as allergens.

This is in line with guidelines set by both the Department for Education and the NHS: [Help for early years providers : Food safety](#)

Rolling Snack

Snack and drinks are chosen in line with government guidelines for early years settings. Snack is available over a prolonged time during each session. Visits to snack are monitored to ensure all children are eating and drinking healthily and regularly at each session. A staff member is always at the snack table to encourage, discuss and promote hygiene, oral health, and healthy eating with the children, encouraging them to access and prepare snack independently.

Lunch

Parents are asked to provide a packed lunch; they are given the Little Hands "Guide to Lunch" leaflet outlining the lunch session routine, staff deployment and giving guidance to healthy packed lunch options.

Lunch is a social time with children sat in small groups supervised by a staff member. The staff member uses the time to encourage social interaction, increasing independence and guidance on aspects of hygiene and healthy eating and will eat a healthy snack with the children.

There is a dedicated leader of the lunch session who maintains the register, organises the playtime after lunch and the transition time between lunch and the afternoon session.

Main Meal

A hot meal is served to all children who stay at nursery after 4pm

Meals are supplied to us by a food company chosen for the quality and nutritional content of their product.

They are reheated and served in line with the food company's guidance.

Staff are trained in food hygiene and will complete a check sheet recording important information for cooking and serving the food.

A varied, healthy menu is provided and shared with parents.

Menus are planned taking allergies, dietary requirements and food preferences into account; parents will be invited to check the food company's website to make their own enquiries if they have any questions.

More information is available in the *Safe Eating and Hot Meals Guidance* document for staff.

Drinks and Water

Parents are asked to provide their children with a labelled bottle of water which will be refilled by staff when required.

Children are encouraged to ask for a drink when they need one and are assisted in obtaining a drink of water should they need help. The intake of water by children is monitored for abnormally high or low intake.

Formula and breast milk are provided by parents. All products and bottles must be clearly labelled, and stored according to manufacturers' and NHS guidance. For babies on formula milk, nursery prefers parents to provide ready-made formula, but will make up feeds if this is not possible following the manufacturer's and NHS guidance. Parents are asked to provide the nursery with information on how their children prefer their milk (for example, if they need it warmed), and staff will follow the safety guidelines to serve it as requested.

[NHS Guidance on Infant Formula](#)

[NHS Storing Breast Milk](#)

Safeguarding

Definition of safeguarding at Little Hands

Little Hands policies and procedure for safeguarding and promoting welfare in early years are taken from the Government document 'Working together to safeguard children' July 2023 and are

- protecting children from maltreatment
- preventing impairment of children's health or development
- ensuring children are growing up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best outcomes.

Safeguarding is not just about protecting children, learners and vulnerable adults from deliberate harm, neglect, and failure to act; it relates to broader aspects of care and education including

children's and learners' health and safety and well-being, including their mental health
see self-esteem, allergy, attendance, safe eating & drinking, sleep, security, and smoking policies
safety guidelines, health, and safety folder with risk assessments

meeting the needs of children who have special educational needs and/or disabilities
see SEND, equalities, intimate care, and medical needs policies.

the use of reasonable force
see behaviour and staff disciplinary policies

meeting the needs of children and learners with medical conditions
see Medical Needs and SEND policies

providing first aid see safety policy

educational visits see outings policy

intimate care and emotional well-being
see intimate care and self-esteem policies

online safety and associated issues
see online safety and data protection policies

appropriate arrangements to ensure children's and learners' security, taking into account the local context.
see data protection and confidentiality policies

Child Protection

In addition, there are specific policies guidelines and information for protecting children and adults from deliberate harm and neglect (child protection) see policies for

- child protection and children protection guidance folder
- whistle blowing and dealing with allegations against staff
- existing injuries
- recruitment
- staff induction, supervision, and training

The above information only contains areas and policies specific to safeguarding and child protection however ensuring safety will feature in most of Little Hands policies and there will be overlap in many areas. To keep children and staff safe it is important to be informed and up to date in all areas of policy.

Policy for Safety

Little Hands carries full risk and fire assessments which are reviewed and updated regularly. This information is a summary of all our safety policies and assessments. The full Health and Safety and Fire Safety folders are available to parents on request.

To ensure safety of both children and adults Little Hands will ensure that:

All children are always supervised and will always be within sight of an adult.

A book is available at each session for the reporting of any accident or incident which occurs during nursery time. Parents are also asked to complete the existing injuries form if they are bringing their child to nursery with an injury. Staff will record any injury noted on a child when arriving at nursery on the existing injuries form, and the parent or carer delivering the child will be asked to countersign the recording. These forms will be kept with the child's admission form

Regular safety monitoring will include checking of the accident and incident record.

The nursery environment is checked with safety in mind before every session.

All low-level glass is safety glass.

During outdoor play the area is supervised with the required level of staff.

Should the children leave the premises for a walk beyond the immediate nursery area or local outing they will be supervised with a high level of staff who will take with them first aid equipment and children's admission information. Permission from parents for these outings is sought in writing.

Equipment is checked regularly, and any dangerous items repaired or discarded.

The layout and space ratios allow children and adults to move freely between activities.

Fire doors should never be obstructed.

Electrical points, wires and leads are adequately guarded.

All dangerous materials, including medicines and cleaning materials are stored out of reach of the children.

Children do not have unsupervised access to the kitchen.

Adults do not have hot drinks in the nursery area.

Fire drills are held regularly

A register of both adults and children is completed as people arrive so that a complete record of all those present is available in any emergency.

Smoking or vaping is not permitted anywhere on Little Hands premises.

A correctly stocked first aid box is always available.

Fire extinguishers are checked regularly

Whenever children are on the premises at least two adults are present.

Activities such as cooking, woodwork, and energetic play receive close and constant supervision.

If a small group leaves nursery there will be sufficient adults to maintain appropriate ratios for staff and children remaining on the premises.

The nursery is secured when children are on the premises. Visitors must ring a bell to gain access and staff will check their identity before allowing them entry into nursery. All visitors sign in the visitor's book when arriving and departing nursery.

Children who fall asleep at nursery are made comfortable in a quiet area and not left unsupervised.

Equipment offered to children is developmentally appropriate, recognising that materials suitable for an older child may pose a risk to younger or less mature children.

Internal safety gates and guards are used as necessary.

The premises are checked before locking up at the end of the day.

Policy on Self Esteem

Little Hands recognises that nursery staff can have a major part to play in the raising of self-esteem in the children that we see.

It is our continuing aim to:

Make all the children and their families feel valued.

Ensure that all the children feel included all the time.

Teach and celebrate British Values.

Enable the children to share their experiences with each other and with staff.

Display a range of positive images and objects which reveal people in non-stereotypical roles.

Celebrate diversity and use resources that reflect diversity - including books, dolls, and role play.

Help children to appreciate and value each other.

To implement this policy, it is important that our staff themselves have a high self-esteem and believe completely in the aims and philosophy of the nursery.

To achieve this staff:

Work together at all times and help each other out as much as possible.

Never talk derogatorily about a member of staff to anyone behind that person's back.

Sort out problems promptly so that they are not allowed to fester.

Treat other staff in the manner in which they themselves would like to be treated.

Show all children equal care and attention.

Ensure that all children in their care receive sensitivity and support.

Ensure that no child is singled out for special attention or lack of it.

Ensure they do not discuss a child's appearance, development, behaviour or the feelings of the staff in a negative manner in front of that child or other children. If any member of staff reveals through actions or attitude a lack of positive feeling for themselves or for our work, then the nursery manager will invite the member of staff to discuss the situation and seek to resolve this issue through discussion.

While the nursery is very aware that its members of staff will themselves be encountering issues in daily life which may cause problems and discomfort, the nursery must insist that the undertaking of the role of working in this nursery requires a positive attitude and approach on all occasions.

We ask that parents respect and work with this policy during their time at nursery.

Settling New Children

Our initial aim for children at Little Hands is that in the absence of their parents and carers, they become happy and confident at nursery, as quickly as possible. Because at Little Hands we believe that whilst children are unhappy or anxious, they will not benefit from the learning opportunities on offer at nursery.

To achieve this aim, we offer the following:

Ideally, approximately seven term time weeks before the child's start date the nursery manager will email parents a confirmation of the sessions booked and the start date, two preadmission visit dates and the following electronic attachments:

information booklet

confirmation of sessions booked

parents' policies

lunch leaflet

welcome sheet with staff photos

information on preadmission visits

payment terms document

Data Protection (GDPR) if consent has not already been signed

Information on Early Years Funding (if applicable)

Information on Tapestry

Information on the 2 Year Check (if applicable)

Admissions form

About Me

Early Years Funding declaration form (if applicable)

Tapestry permission form

Parents are asked to complete and return the admission form and are informed that signing this constitutes the nursery\parent contract. Parents are advised to read the full nursery policies; these are available on the nursery website and can be accessed on nursery devices during the preadmission visits if preferred, but parents are advised that when signing the admissions form, they are stating that they have read and agree to the policies.

Under Twos

The confirmation of bookings for children under two years old is sent to parents with a request for a deposit which is four full weeks of the first half term's fees. This is required within 14 days of the confirmation letter so that the spaces will be held; if the deposit is not received, the booking will be cancelled. If Early Years Funding will be used, then four weeks of funding will be claimed as part of the deposit provided a signed declaration form is received.

Pre admission visits

We recommend that parents make at least two preadmission visits to nursery with their child, more if the child is under two years old. These should be made in the weeks close to the child's start date at Little Hands; parents are expected to stay with their child during the visits.

These visits allow children to become familiar with the nursery environment and routine whilst parents are with them. It also allows parents time to ask questions and explore the nursery with their child, allowing them to talk to their child about their time at nursery before and after they start.

Keyworker

On the last visit we aim to introduce parents to their child's keyworker, this is a member of staff who will be the child's special person whilst they settle in. Using initial discussions with parents at the preadmission visits and the information on the About Me form, the parent and key worker make an individual plan for the child's first day.

During the preadmission visit the nursery manager will also explain Tapestry and provide parents with the information and permission letter for their child's profile and their account to be started; this also contains information on the nursery's expectation from the parents regarding data protection and confidentiality relating to photographs, images and observations pertaining to other children on Tapestry.

First Sessions

Parents are encouraged to say goodbye to their child as planned with the key worker during the preadmission visit. The nursery staff will be constantly available to give advice and support.

When parents decide to leave their child, we do ask that they say goodbye and not try to slip away un-noticed. This may cause the child to cry initially but is much kinder than a child suddenly realising their parent has gone and feeling abandoned. If a child were to cry and could not be distracted, we will contact parents to come back to nursery. Parents are reminded that they are welcome to telephone nursery as often as they wish during the session to check their child's progress.

Once children are settled at nursery they will rely less on their keyworker and move around all the staff finding their own "favourite". Some children may have an unsettled spell at nursery weeks after starting and this is not unusual. If this happens, we start the settling process all over again until the child feels confident with us once more.

Review Meeting

Parents will be offered a review meeting with a senior staff member approximately one month after starting nursery to ensure they are up to date with the nursery policies and procedures which will underpin the child's time at nursery. There will also be opportunity to discuss the child's first sessions at nursery although staff will always be available at the beginning and end of each session to chat with parents.

If parents feel their child is not settling at nursery.

This is not unusual; some children just take longer to settle than others, but it can be distressing so here are some points which may help. Children who are not settled will have the "one to one" attention of a staff member whilst they are settling, and this person will update parents at the end of each session.

The staff, who have many years' experience, have numerous different methods to draw upon to help a shy or sad child to settle. There are special photos we can share with you so that you can show them to your child at home to help bridge the gap, we may suggest that parents arrive slightly late to avoid busy times or one of many other ideas to help children feel more confident with us.

We may advise a different plan for leaving a child at nursery; we would develop this with parents and review it weekly.

We may advise "settling sessions" maybe an extra session in the week or attending 2 hours a day every morning, just until the child settles as the sooner they gain confidence at nursery the quicker they will feel happy. These extra settling sessions are free of charge and we return to the booked pattern of sessions as soon as the child is settled.

We would also like to remind parents, that they too will need to be strong! This will help the child because if a child feels that a parent is sad or anxious, they may think they have something real to fear. It is not unusual for a child to feel anxious about coming to nursery whilst settling in, they may even cry at home before leaving the house, but once at nursery, with support, they will be enjoying the activities, we would contact parents if they were not.

If parents wish to discuss their child's unsettled start or make a new "settling plan" with the staff it is better to do this on the telephone or by email, rather than with the child listening as they may feel that their sadness is a real problem.

Helping all children to feel settled

All parents are encouraged to say goodbye to their children at the door; this encourages independence but also keeps the entrance area clear and calm which enables the children to settle more easily into their day. Parents are of course welcome to come into nursery; this should be arranged with the member of staff at the door.

Sleep Policy

At Little Hands we believe that the safety of children sleeping is paramount. Working closely with parents we learn about individual children's sleep routines at home, through discussions with their key worker at settling visits, and the About Me form on Tapestry, the online journal used at Little Hands.

Our practice follows advice provided by the NHS 'Reduce the risk of sudden infant death syndrome' (SIDS) - [NHS - Safe Sleeping](#) and The Lullaby Trust: [Lullaby Trust - Safe Sleeping](#)

All staff are made aware of safe sleeping practices as part of their induction, and using a guidance document which is available to parents on request.

Individual sleep routines are followed rather than one set sleep time for all children.

We create an environment that helps to settle children that require a sleep, for example dimming the lights or using white noise or soft music, where applicable.

Safe sleeping practices include:

Monitoring Room Temperature

Ensuring sleep equipment such as sleep mats, cots and bedding is clean, in good condition; following manufacturers' instructions for its upkeep

Depending on individual children's needs and stages of development, children are placed to sleep in safety-approved cots, or sleep mats. Parents can request for their child to sleep in their pushchair, which will be placed in the flat position; this request must be in writing.

Babies are placed to sleep on their back, unless there is a medical, or other reason for us to use a different sleeping position, in which case, written consent from parents is required.

Regular visual checks are carried out while children are sleeping, and sleep times are recorded.

In the event that sleeping children need to be evacuated in an emergency; babies and children will be moved out of the building together in the most appropriate way, this could include being placed in an evacuation cot, being carried out by staff, or walking if they are able to.

Please also refer to Safe Sleeping Guidance Document for staff

Policy on Special Educational Needs and Disability

Little Hands nursery school aims to provide all children with a broad and balanced learning environment that is committed to the inclusion of children with Special Educational Needs and Disability (SEND). Our philosophy is that of inclusion, allowing all children the opportunity to develop to their full potential together.

This policy is designed to be used alongside the SEND Code of Practice on identification and assessment of special needs (DfE and DoH 2014).

The nursery has at least one named Special Educational Needs and Disability coordinator (SENCo); details of this are displayed on the parents' notice board.

Identification of SEND in existing children

Any staff's concerns regarding a child's development would be discussed with the SENCo and recorded with the child's assessments. A short period of close monitoring would then be carried out. Concerns would also be discussed privately with the child's parents. If concerns existed following the initial monitoring, then the "Graduated Approach" as outlined in the Code of Practice would be initiated.

Graduated Approach

The SEND Coordinator takes the lead responsibility for gathering information and for coordinating the child's Special Educational Provision. The child and their family would be at the centre of all decisions and actions.

The action will be planned to offer intervention which is additional to or different from those usually planned for the child at nursery. The strategies employed, and the child's progress will be recorded in an Individual Child Plan (ICP) which will normally focus on three or four key strategies. This plan will be discussed with and copied to the parents and reviewed at least termly.

An Early Help Assessment (EHA) could be started if not already in place.

If progress is not made, in consultation with the parents, support will be sought from specialists from outside the nursery. This may result in further assessment of the child's needs, and advice for ICP targets with strategies to achieve those targets. For a very small number of children the Graduated Approach will not be sufficient for the child to progress and assessment for an Education, Health, and Care Plan (EHCP) will be considered.

Education Health and Care Plan

A multidisciplinary assessment (EHCP) made by the Local Authority can be requested for a child if progress is not achieved and there is significant cause for concern or if the child has known severe and complex needs. This assessment will lead to an EHCP of the child's needs which will be used to plan monitor and review their entire period of education.

The above is a brief outline of the procedure. Details can be found in the SEND Code of Practice (November 2014) available online

<https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Admission for children having known special needs

Little Hands will admit children having special needs using the usual nursery admission criteria.

These criteria work with families as individuals, therefore adequate time will always be available for discussion, planning, visits and sharing information with the parents to ensure their child's needs will be met.

If the child will require a one to one staff ratio this will be organised, using Little Hands staff if funding is available; the manager will actively support parents through this process.

For children who require medical support at nursery, suitable staff training will be given (see Medical Needs Policy). For certain procedures training may have to be given before the child can attend nursery without a parent or carer.

The SENCo will liaise with any therapists involved with the child prior to admission whenever possible.

The SENCo will begin planning and monitoring as described above.

An Early Help Assessment (EHA) could be started if not already in place.

Staff training

Staff training to broaden knowledge of Special Educational Needs is actively encouraged at workshops, courses and in service. Access is available to an area Early Years SEND coordinator via the Cambridgeshire Care and Education Team.

Help for parents

Information for various support groups and services is available at the nursery.

Confidentiality

Information regarding the child and family will only be shared on a need to know basis and the parent's permission will be requested.

Procedures for Ensuring Supervision of adults at nursery who are not vetted (including Criminal Records Clearance - DBS)

Little Hands follows safe recruitment requirements, meaning that employment of new staff cannot begin until at least one reference is received and an Enhanced Criminal Record (DBS) clearance is completed.

Any other adults, including volunteers seeking to regularly work at the nursery must also undertake an Enhanced Criminal Record (DBS) check for suitability to work with young children. Work experience pupils and students verified by their college are exempted.

The Business Manager, Jane Marshall, is the named person responsible for DBS document checks; the Senior Manager, Pam Marsden can act in her absence.

Any person not fully vetted by the nursery including a clear DBS check, is supervised at all times. This includes visitors, work experience pupils, students, and trades people.

The nursery vetting and DBS checks are initiated and monitored by the Business Manager. Staff are responsible for updating the information linked to their DBS status and random repeat checks are carried out by the Business Manager to ensure DBS status remains accurate and current.

Appropriate cover will be obtained to ensure these conditions are adhered to at all times

Supervision for DBS cleared staff still in the induction period

During the induction period new staff are not considered to be fully competent in all areas of their job description until each area has been observed by the line manager and "signed off" by the nursery manager. When the nursery vetting is complete this will result in new staff being fully supervised in some areas whilst practising independently in others.

Sustainability and Climate Change Policy (Previously Environmental Policy)

We believe we have a responsibility to minimise our impact on the environment, reflecting this through our procedures and practices. Following the Department for Education's (DfE) sustainability leadership and climate change strategy, we aim to have a Sustainability Lead at each nursery.

<https://www.gov.uk/guidance/sustainability-leadership-and-climate-action-plans-in-education>

As part of this initiative we will identify a climate action plan using a whole setting approach. This policy will grow and change over time, responding to findings from our practices and working with the needs of each nursery while following statutory requirements of the Early Years Foundation Stage (EYFS).

The main emphasis will be on **Reducing** the amount of materials we use and the waste we produce, **Re-using** and **Recycling** materials where possible, while **Respecting** our environment, teaching the children to do the same through the curriculum. Some examples are set out below:

Reduce

Energy:

Maximising the use of natural light where possible, switching off computer screens and lights when not in use and making sure we turn off taps when no longer needed.

Paper & Other Consumables:

Nursery information is provided online or sent electronically whenever possible, using digital files (Tapestry) for children's learning journals. Reducing consumables if possible and appropriate and making informed choices on purchases and encourage our families to reduce packaging in children's lunchboxes.

Reuse

Encourage children to think of ideas how to reuse appropriate packaging from their lunchboxes, reuse leftover water from drinks and water play to care for growing plants. Donated wellington boots and children's clothing are welcomed for use in the nurseries, reusing paper and other consumables if appropriate and possible.

Recycle

We aim to recycle as much waste as possible and teach the children how to identify products that are recyclable, recycle materials when appropriate for use in children's activities, return food waste and packaging from lunchboxes for composting and recycling at home, recycle printer cartridges.

Respect

Children are encouraged to learn and ask questions about their wider natural environment. Opportunities are created for children to learn about growing vegetables which can be used for snacktime and cooking activities. We ensure children understand the importance of respecting their environment, keeping it clean and tidy. Children have opportunities to observe living creatures in their natural habitat and the importance of returning them to this when the observation is complete and teaching children to show kindness and respect to all living things.

We welcome ideas from both staff and our families to strengthen this policy, our practice and to find ways to work together to continue to respect our environment.

Under Twos Care at Little Hands

We work with parents to learn about their baby's routines at home and how we can best support them at nursery - from feeding to sleeping; although sometimes the excitement of a new environment can result in the child changing their usual routine when at nursery!

We follow a simple daily nursery routine with the babies that enables them to feel safe and secure and you to feel confident in the care they are receiving whilst here.

Babies need close loving relationships with adults to feel safe and secure, we offer this through the robust key person approach that we have firmly in place.

Every baby will have a key person who will ensure that routines such as nappy changing, feeding and settling to sleep are opportunities for 'one to one' time, and are consistent with their routines at home.

This is an exciting time for young children as they will already be beginning to show all the amazing things they are starting to learn. We offer our young children many different experiences whilst they are in our care to help develop and encourage their natural growth from exploring treasure baskets filled with a wonderful assortment of objects to splashing around at the water table. We have many opportunities for one to one time with as we talk, cuddle, sing, play with the baby which strengthens their own individual learning journeys.

When we put the children down for a daytime sleep, we have cots and sleep mats available for each child. Each child will have their own sheet which keeps their sleeping environment hygienic and fresh. Children are supervised and regularly checked on while they are asleep. See Sleep Policy for more information.

We will provide a daily care diary detailing each baby's sleeping, feeding and toileting on Tapestry; we also upload photographs and videos onto on to Tapestry to keep parents up to date with their baby's development and activities. We will always try to be available to chat to parents at the beginning or end of the day so that they can ask us any questions they may have.

Learning and Development at Little Hands

The under-twos' area is planned using the guidelines and requirements for both care and learning in the Early Years Foundation Stage (EYFS).

To enhance children's learning the key worker assesses each child's progress, recording this on their Tapestry profile which is used throughout their nursery years.

With children under 2 we concentrate this assessment and planning mainly on the 3 main areas of learning,

Personal, Social and Emotional

Communication and Language

Physical

More information regarding the EYFS is available from the nursery or at:

<https://www.gov.uk/government/publications/early-years-foundation-stage-framework--2>

Policy for Managing nursery during Unforeseen Circumstances

This policy is followed when the session leader believes the children cannot be cared for to Little Hands usual standard because of unforeseen circumstances which may affect the health and/or safety of children and staff.

These are circumstances which occur rarely but may require the nursery day to be reconsidered or even cancelled. They could include severe weather, unplanned power cuts, building services failure, illness affecting large numbers of staff or difficulties with transport. It is possible that we cannot predict what these circumstances could be.

Little Hands will endeavour to provide an uninterrupted service for families whenever possible.

To be prepared for unforeseen circumstances

All staff have access to a nursery staff contact list for their base nursery so that arrangements can be made for staff cover or to close the nursery. Staff must keep this list in a secure place. The manager, deputy or nursery leader has remote access to all nursery parents' email addresses via the nursery's email account.

The manager endeavours to ensure staff and family contact details are kept up to date by issuing regular reminders.

Should unforeseen circumstances arise

The staff member in charge of the session is aware, whenever possible, of increasing events, for example staff sickness escalating, leaving not enough staff in the nursery group to cover the session, or deteriorating weather conditions.

The staff member in charge will discuss the difficulties with the Business Manager (or in the Business Manager's absence the senior or nominated manager). The discussions should be made as soon as concerns arise to give the maximum time to plan for and manage the situation.

The Business Manager or nominated deputy will make an action plan to deal with the situation and this will vary according to the circumstances. Should the nursery need to close, the staff member in charge will contact families as soon as possible. Should children need to be collected before closing the nursery; two staff will stay with any uncollected children.

Should children's spaces need to be limited due to staff illness, the Outbreak Management Plan should be followed, giving priority to children of critical workers, vulnerable children, and children of working parents. (See Outbreak Management Plan).

The action plan will be reviewed regularly until the situation returns to normal, keeping parents updated. If appropriate, in the event of an outbreak of an infectious illness, the Business Manager, or the nominated deputy, will notify the UK Health Security Agency and follow their advice to monitor or control the situation.

Unforeseen circumstances where the children and staff need protection from harm Invacuation (formerly known as "Lockdown")

This would result from a dangerous situation happening in the building, or the outside surrounding area.

This could be because of

- A reported or observed incident in the local area.
- An intruder on site
- An environmental issue in the local area
- A loose dangerous animal

Triggering the Invacuation Procedure

The nursery manager or their deputy would verbally instruct staff that Invacuation was to begin stating who will lead the procedure.

During Invacuation

Staff and children will return to and remain in the building.

All doors leading outside will be locked.

No one will be allowed to enter or leave the building. A parental group email will be sent, or a pre-written notice placed on the window/door; to inform parents that we cannot allow entry or exit - if it is possible to do so

The lead will instruct staff on specific actions and responsibilities including headcount ensuring all children & staff are accounted for.

If necessary or possible/appropriate and safe a small number of parents will be contacted to inform them of the situation - asking them to cascade the information to other parents

Should the harmful situation become threatening to the staff and children we would aim for the nursery and its rooms to appear empty - so in addition to the above we would:

Lock windows and internal doors and draw blinds, cover internal door windows so an intruder cannot see in.

Staff and children to sit quietly out of sight and where possible in a location that would protect them from harm.

Turn off lights and computer monitors.

Turn off or turn to silent any device mobile phones which could give away your position.

Contact emergency services

Ending Invacuation

The lead will decide when it is appropriate to end invacuation using the advice of any emergency services.

Parents will be informed that invacuation has ended. The lead will consider asking parents to collect their children immediately if necessary.

The lead will prepare a statement explaining the invacuation to parents which will be sent by parent email.

The lead will inform the Business Manager who will inform Ofsted of the incident.

Visitor Admission and Security

A visitor is any adult who is not a staff member or parent\carer of a child currently registered. To ensure the safety of all children and staff the following procedures are adhered to:

Answering the door

The person who answers the door must always identify the caller. If the caller is not known identification is sought, i.e. name, reason for call, name of the person whom the caller is here to see, employment card. Before granting access junior staff always check with the nursery manager or deputy. Access is never granted to anyone who is not known.

Visitors

Any visitors, such as salespeople, college assessors, gardener, handyman, and inspectors must fill in the visitor's book on arrival and sign out when leaving. Access to nursery may be limited if there are high levels of infectious illnesses within the nursery or the local area following advice from the local Health Protection Team and/or following the nursery's Outbreak management Plan.

Supervision

Visitors are always supervised and are never left alone with a child. All visitors including parents are instructed not to use mobile recording devices (laptops, phones, cameras, tablets) in the children's areas.

Security

The locks used for securing access to the main entrance of the building are active whenever children are on the premises unless a staff member is stationed at the door.

There may, on rare occasions, be limitations on visitors if infection levels within the nursery or local area are high. These limitations will be explained to the visitors as soon as any issues arise. Please also see the Outbreak Management Plan.