



## **Aims, Values and Principles**

We aim to provide a loving, caring and stimulating environment where children feel they belong at Fizzy Fish.

We believe that every child is unique and will each thrive from different environments depending on their age and stage of development. All children are therefore given the opportunity to develop and grow at their own pace in a variety of learning environments. Each child has their own key person who ensures that they are being given such opportunities.

We encourage creativity, self-expression and imagination through role play, extensive arts and crafts resources, sensory play and music including singing, dancing and instruments.

We promote good behaviour, social skills, moral values and respect for each other by being good role models in our own behaviour, promoting consideration for individual and cultural differences and through praise and guidance.

We encourage language development and communication by reading stories, singing, signing and providing an extensive library of books that are always accessible to the children and exploring language through group discussion.

We encourage physical development by promoting free flow into our extensively equipped gardens.

We aim to help children to achieve their goals within the EYFS framework and give them opportunities to prepare them both developmentally and socially for school.

We work in partnership with parents/guardians to provide high quality childcare, specific to the developmental needs to each child, by actively asking for feedback and comments about our weekly menu, our outings, the activities and the care we provide. We aim to incorporate this feedback into the day to day running of Fizzy Fish.

As childcare professionals working together, we are constantly talking about and acting upon ways in which we can improve Fizzy Fish. We all attend a number of training courses to ensure that we are up to date with childcare requirements that our practice is guided by, both locally and nationally. We also ensure that all our policies and procedures cover key welfare issues such as Special Educational Needs, Equalities and Safeguarding of Children. All of our policies and procedures are available to download on our website.

## **Professional Development**

It is expected that our staff will continually update their knowledge and skills through a life-long learning approach.

At all times, our staff should not undertake an activity that they do not feel competent in or is outside their area of practice and knowledge.

At all times, we acknowledge the strengths and limitations of our childcare professionals' expertise within a competency framework.

There is mandatory training that all employees should undertake. Our staff need to identify what is expected and ensure they attend these sessions.



### **Professional Love**

We have a very positive, confident attitude towards the role of 'Professional Love' as part of our practice at Fizzy Fish. We understand that children need to build strong attachments based on trust with their carers to help them to grow emotionally and physically whilst in our care. We all understand the Safeguarding requirements within a childcare setting and are all comfortable in enacting professionally loving practices such as hugging and using sensitive touch to build security and attachment with the children.

### **Intimate Care**

Intimate care is defined as care tasks that are carried out, which are of an intimate nature. These tasks are associated with bodily functions, body products and personal hygiene. These tasks demand direct or indirect contact with, or the exposure of genitals. Intimate care routines are an essential part of the day, they include nappy changing, assisting with toileting, changing clothes and first aid treatment. These intimate care tasks maintain the children's privacy, dignity and close physical contact with a child, and it is important that children feel safe, happy, secure and loved. We know that some children react differently to physical contact, we make sure that staff have received training in Safeguarding and Child Protection which is updated every 3 years. All staff are required to have a full and current DBS checks. Staff are expected to renew their Update Service every year. Intimate care is discussed with all of the employees who work for Fizzy Fish, on their induction. Staff receive supervisions, which are used to identify any areas for development or further training. Our aim is to provide the safety and welfare of all the children that are involved with care routines and intimate care tasks and our role is to safeguard against any potential harm, whilst at the same time ensuring that the staff member involved is fully supported and able to perform their duties safely and with confidence.

All staff must ensure they protect themselves by following guidelines:

- Always tell another member of staff they are changing a nappy change or taking a child to the toilet.
- A child's privacy should always be protected.
- Always ensure they are visible to other members of staff.
- If a child gets distressed more than one member of staff may be required to change a child.
- Nappies must be disposed of in the yellow nappy sacks in the blue and yellow bins outside of the setting and the flannels are placed in the bucket and washed on a daily basis.
- Hands are always washed thoroughly after assisting a child with intimate care.

Wherever possible, the same child will be cared for by the same adult on a regular basis. We have a staff rota and nappy rounds are equally shared out amongst the staff and where possible the key person will carry out the intimate care. If a member of staff, has a concern about physical changes to a child's presentation (marks, bruises, soreness etc) they will immediately report concerns to the appropriate person for child protection, a Record of Concern form will be completed and referred to Front Door for Families if needed (see Child Protection Policy).

If a child becomes distressed/unhappy about being cared for by a particular member of staff, the matter will be looked into and recorded if necessary. Parents/carers will be contacted at the earliest opportunity as part of the process, to reach a resolution. The child's needs will remain the priority and further advice maybe sort from outside agencies if necessary.

All children who require intimate care are treated respectfully at all times and the child's welfare and dignity is of utmost importance.



## Teachable Moments

A **teachable moment** is the space between what a child is learning, and what they could learn with additional support from an adult.

Firstly, you need to know your key children -what they are interested in, their next steps, how they learn. You need to have good observational skills and be confident in the areas of learning. As you **OBSERVE** you need to think how the child is thinking. Watch and **WAIT. LISTEN** to the 'voice of the child'. What are their gestures telling you? What are their actions telling you? Pay close attention to the child's body language. The learning needs to happen **NOW** for maximum impact.

Recognising a 'Teachable Moment' takes intuition and skill. It's important to remember that you are learning as well as the child. Reflect on what you introduced. How did the child react? **OBSERVE, WAIT AND LISTEN** again. Share your learning with your team, what do they think? Did you interfere or did you create a 'Teachable Moment'? Watch other practitioners and reflect on your practice.

A 'Teachable Moment' is when you recognise when and how to support a child to move on with their learning. 'Teachable Moments' happen when you move children forward with 'extensions' or the 'additions'. You can use them in any part of the environment at any time of the day. The more opportunities you create, the deeper the learning for the child. At all times - **OBSERVE, WAIT AND LISTEN**.

## Team and Partnership Working

Our staff work co-operatively in teams and respect the skills, expertise and contribution of colleagues. They are expected to treat others fairly and without discrimination.

Our staff communicate effectively, both verbally and in writing. As required, they must share their knowledge, skills and expertise with other team members in order to improve practice.

All staff must work with other members of the team to promote a caring and learning environment that is conducive to safe and ethical practice. If the care environment deteriorates, the practitioner must report this to a manager.

## Healthy Lifestyle

A healthy lifestyle is essential for the maintenance and protection of health, to ensure that every child meets their mental and physical potential every day, to optimise growth and development. We encourage the children to make healthy choices about food, drink, physical activity and oral hygiene. We talk to the children about the importance of having and maintaining a healthy lifestyle and encourage them to try healthy foods. We give children opportunities to make their own selections through guided choice, which can have a positive impact on health later in life.

Developing a healthy lifestyle early in life will lay the foundations for future health, this is why the Early Years is such an important time to shape food preferences and habits.

Review and update details

Date	R	U	Details	Q	Latest version
20/4/21	√	√	Policy updated and quiz issued to staff	√	Issue 3/Apr 21

R = policy reviewed, U = policy updated, Q = quiz issued to staff. Please tick the relevant boxes.



Note: A quiz should be issued for new or updated policies and at least once a year.