



Code of conduct

Dress code policy

- State what appropriate footwear is acceptable within your childminding business. Link to health and safety and risk assessments.
- State what clothing may be required in hot and cold weather; you should state what clothing would be inappropriate or unsuitable to wear when working with children.
- State what jewellery is allowable and safe to wear when working with children. Link to health and safety and risk assessments.

Social media

- State your expectations around the appropriate use of all social media accounts and how you will ensure these are met.
- Ensure there is awareness around General Data Protection Regulations (GDPR) and their responsibility to ensure compliance.

Mobile phone and camera

- State where personal electronic devices i.e. mobile phones and cameras will be stored.
- State when assistants / apprentices / co-childminders will be able to access their personal electronic devices.
- State what safeguards you will put in place to ensure compliance.

Responsibilities

- State your expectations around time keeping, including breaks.
- State your expectations around meeting their responsibilities.
- State your expectations around appropriate behaviour management techniques.
- State your expectations around their compliance around health and safety responsibilities and manual handling.
- State your expectations around appropriate use of language.

- State your expectations around appropriate boundaries and relationships.

Confidentiality

- State your expectations around confidentiality and compliance with your Confidentiality Policy.
- State your responsibilities to the children you care for and their families.

Safeguarding

- State their safeguarding responsibilities.
- State your expectations around what they need to know and the procedure to follow.
- State your Whistleblowing Policy.

Equal opportunities

- State your expectations around equal opportunities and how you promote this within your childminding business.
- State how you value diversity and your expectations on all staff employed by your childminding business.

Ensure this is signed by both yourself as the provider and the assistant or apprentice and is regularly reviewed.