

NURSERIES: Aims & Objectives

POLICY AND PROCEDURE

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1 INTRODUCTION

The nurseries operated by University Hospitals Sussex NHS Foundation Trust aims to provide a full and flexible day care service for employees of UH Sussex NHS FT, other key local partners including other NHS Trusts, Primary Care Trusts, South East Coast Ambulance Service and other public sector works and general public.

2 POLICY STATEMENT

We will endeavour to:

- 2.1 We aim to provide a happy, safe and relaxed environment designed to encourage the children to grow and develop their social, emotional, physical, language and intellectual development.
- 2.2 To treat every child as an individual and meet additional needs regardless of gender, race, ethnicity, nationality and culture without discriminating.
- 2.3 To provide an environment of trust where children can experiment and question without fear of making mistakes.
- 2.4 To ensure that every child feels secure and valued.
- 2.5 To promote positive behaviour by praising, encouraging and being attentive to the needs of the children.
- 2.6 To provide each child with a 'Key Person' who will be responsible for their care and wellbeing
- 2.7 To enhance learning and promote independence through self-selection of resources, well-planned activities and learning experiences which are catered for the individuals' needs, abilities and interests.
- 2.8 To follow and implement guidelines of the new 'Early Years Foundation Stage Curriculum (implemented Sept 2008 revised 2012.....2021). To ensure that all the children attending the nurseries are treated as individuals and have the opportunity to discover and learn through safe and secure play.
- 2.9 To provide an enriched curriculum where progression is monitored and planned allowing each child to have the ability to reach their full potential.
- 2.10 Deploying staff wisely; considering carefully their experience, qualifications and competencies.
- 2.11 Identifying and supporting staff within their Professional Development by attending regular internal and external training.
- 2.12 Through monitoring, evaluation and assessment of working practices and time management, and reflective practice by the Nursery Manager and the Childcare Services Manager for the strategic development of the UH Nurseries.
- 2.13 To provide a safe, secure environment that complies with the UHSussex NHS Foundation Trust Health and Safety regulations.
- 2.14 Show a commitment to fostering, developing and applying Equal and Diverse opportunities through the Trusts and Nursery Policies and ensure this is embedded in every day practice.

- 2.15 Develop and maintain strong links with Parents/Carers/Families to ensure the wellbeing of the child is paramount.
- 2.16 To provide planned and unplanned opportunities for Parents and Carers to discuss their child's progression within the nursery and their overall development
- 2.17 For the setting's SENCO/INCO to work in Partnership with Parents and Carers and the local authority inclusion teams to identify and support children with additional learning needs and to follow the guidelines set out in the SEND Code of Practice 2015, Children and Families Act 2014, Special Education Needs and Disability Regulations 2014 and Equality Act 2010. To promote activities that help children develop an interest and love of learning.
- 2.18 To work in partnership with Parents and Carers and other integrated services to ensure each child's needs are met and have the opportunity to reach their full potential
- 2.19 Nurseries will provide Parents and Carers further information of Special Educational Needs and Disability as part of the 'Local Offer' agreement featured on the website and hardcopies located in the nurseries.

3 ASSOCIATED POLICIES AND PROCEDURES

- UHSussex Nursery Play, Learning and Care Policy
- UHSussex Nursery Safeguarding and Child Protection Policy
- UH Sussex Nursery Equalities & Diversity Policy

4 APPROVAL AND REVIEW DETAILS

Approval and Review	Details
Written Amendments 23/07/2021	Tracey Gregory, Childcare Services Manager
Reviewed Amendments	
Next Review Date	October 2022

Approval and Amendment History	Details
Written 21/09/2017	Tracey Gregory, Childcare Services Manager
Notes	