



01. Policies – A Guide for Staff and Trustees

The policies and Operational Plan are held in electronic format on the Google drive and on the Pre-School website and it is the Operations Manager's responsibility, in conjunction with the Trustee Chairperson and Pre-School Manager, to ensure that these documents are the accurate and up-to-date versions. A hard copy of the policies, signed by the Trustee Chairperson, is held in the Pre-School for reference. If parents require a hard copy, they can request one from the Operations Manager.

All policies contain the same ending paragraph concerning the adaptation of the policy to situations that may arise within the Pre-School.

The Trustee Chairperson, Trustee Secretary and all Pre-School staff need to be familiar with all the policies.

All staff need to read all the policies, and will be given their own electronic copy of the following:

4. Code of Conduct Policy
6. Emergency Policy – Closure of Pre-School Procedure
7. Emergency Policy – Evacuation of Premises Procedure
8. Emergency Policy – Lockdown of Premises Procedure
9. Equality of Opportunity Policy – Achieving Positive Behaviour
10. Equality of Opportunity Policy – Valuing Diversity and Promoting Equality
11. Equality of Opportunity Policy – Supporting Children with Special Educational Needs and Disabilities (SEND)
14. Food and Drink Policy and Practice
15. Health and Safety (including Bereavement) Policy
18. Record Keeping Policy – Children's Records
19. Record Keeping Policy – Data Protection
20. Record Keeping Policy – Privacy
22. Safeguarding Children Policy – Child Protection
23. Safeguarding Children Policy – Collection and Non-Collection of Children
24. Safeguarding Children Policy – Complaints Procedure
25. Safeguarding Children Policy – Confidentiality and Parent Access to Records
26. Safeguarding Children Policy – Information Sharing
27. Safeguarding Children Policy – Looked After Children
28. Safeguarding Children Policy – Maintaining Children's Safety and Security on Premises
29. Safeguarding Children Policy – Missing Child
30. Safeguarding Children Policy – Outings and Visits
32. Staffing and Employment Policy – Approach to Staffing and Employment
33. Staffing and Employment Policy – Disciplinary Procedure
34. Staffing and Employment Policy – Grievance Procedure
35. Staffing and Employment Policy – Staff Capability Procedure
39. Whistleblowing Policy
41. Mental Health Policy
42. Absence Management Policy
43. Maternity and Family Friendly Policy
44. Technology Policy
45. Trustee Conflict of Interest Policy

Operational Plan

Additionally, the Operations Manager needs to have copies of the 'Admissions Policy' (Policy 2), the 'Children Under the Age of 2.5 Policy' (Policy 3) and the 'Fees and Funding Policy' (Policy 13), and to be familiar with the contents.

The Trustees, staff and any long term volunteers should read the following policies. The Trustees should sign the confirmation of receipt and review document to confirm they have read them and will adhere to them. Volunteers, by signing the volunteers policy, confirm they have read and will adhere to them.

1. Policies – A Guide for Staff and Trustees
4. Code of Conduct Policy
6. Emergency Policy – Closure of Pre-School Procedure
7. Emergency Policy – Evacuation of Premises Procedure
8. Emergency Policy – Lockdown of Premises Procedure
14. Food and Drink Policy and Practice
15. Health and Safety (including Bereavement) Policy
19. Record Keeping Policy – Data Protection
20. Record Keeping Policy – Privacy
25. Safeguarding Children Policy - Confidentiality and Parent Access to Records
38. Volunteers Policy
39. Whistleblowing Policy
41. Mental Health Policy
42. Absence Management Policy
43. Maternity and Family Friendly Policy
44. Technology Policy
45. Trustee Conflict of Interest Policy

The Contents of Policies, a full list of the policies including the Operational Plan, is available within the electronic file.

Future Updates

It has been agreed that there should be a general policy review, including the Operational Plan, once each academic year usually during the spring or summer term. The Pre-School Manager will keep any items that require review with the hard copy until the relevant time. Should ad hoc updates be required, these will be carried out on a policy by policy basis and updated electronically as well as on the hard copy.

As with all the policies for Seer Green Pre-School, the Operational Plan should be referred to for the specific details of day to day operations of the Pre-School. In addition, any issues which arise in the course of a child's time with the Pre-School and that are related to a child's health and wellbeing, parent's or staff's concern, or the overall care and safety of our children, staff, parents and equipment will be dealt with in a professional and confidential manner in order to arrive at an appropriate outcome.

This policy was adopted on (date) _____

Signed on behalf of Seer Green Pre-School (Chairperson) _____

This policy was reviewed as indicated below:

2009 created

2010, 2011, 2012, 2013, 2014, 2015, 2016 reviewed and updated as required
July-Nov 2017 reviewed and updated
June-July 2018 reviewed and updated
May 2019 reviewed and updated
June 2020 reviewed and updated
June 2021 reviewed and updated
July 2022 reviewed
June 2023 reviewed
September 2024 reviewed and updated