Personal Statement

Wood Wharf Kindergarten is a brand-new nursery situated in Canary Wharf, the borough of Tower Hamlets.

We are OFSTED registered and await our first inspection.

 The nursery is purpose built and offers a child-friendly environment which follows the project-based learning approach, we encourage child initiated learning and promote independence in all children.

 Each child has their own key person to meet their individual needs, focus on helping them to make progress using the child’s interests and developing the child’s cultural capital.

Wood Wharf Kindergarten follows the Early Years Foundation Stage Framework, whish is written by the Government for 0-5-year-olds

We aim to have high quality practitioners that always act in the best interests of children’s safety and welfare. To achieve this, we have a range of policies to support the recruitment, development and retention of staff.

The nursery’s policies in respect of personnel are governed by the following:

* The best interests of the children, their welfare, safety, care and development
* The requirements of the Early Years Foundation Stage
* The needs of the children including maintaining continuity of care
* Compatibility between all members of staff and the building of a good team spirit
* Consideration of the advancement of each member of staff both by internal and external training to help them achieve their maximum potential
* Equal pay for work of equal value
* Compliance with the current legislation including the principles of the Equality Act 2010 and all current legislation governing discrimination.

We will ensure:

* The provision of a person specification and job description for every member of staff prior to an interview
* All interviews will follow our recruitment procedures to ensure safe and fair and non-discriminatory recruitment occurs
* The provision of a statement of terms and conditions and contract for every member of staff in employment (contract to be received by new employee within two months of commencement of employment)
* Prior to commencement of employment, the successful applicant shall be provided with an offer letter (conditional on an enhanced Disclosure and Barring Service (DBS) clearance) with the induction procedure and any details of other information relevant for their first day of work
* New members of staff will be provided with copies of all the policies and procedures and we will ensure their understanding and adherence to these over an induction period
* Harassment of any member of staff relating to sex, race, sexual orientation, gender, gender reassignment, age, religion or belief and disability will not be acceptable. This includes unwanted verbal or physical third party harassment by those not employed by the nursery.

**Our Vision**

 Wood Wharf Kindergarten supports and develops children through the creation of a safe and nurturing environment, dedicated staff are focused on promoting high quality learning opportunities to enable every child in our care to realise their full potential through active encouragement, creativity and exploration.

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| This policy was adopted on | Signed on behalf of the nursery | Date for review |
| *07/09/2022* | *Heleanna Phair*  | *September 2023* |