



SEVENOAKS DAY NURSERY

POLICY FOR STAFF

1. Holidays

Staff are entitled to 20 days paid holiday each year in addition to Bank Holidays. A holiday year runs from January 1st to December 31st. Staff joining part way through a year, and part time staff, will be entitled to holiday on a pro-rata basis accruing from the first day of employment.

Staff with 5 years' service will be entitled to an additional 5 days paid holiday each year (pro-rated in year 6). After 10 years' service, staff will be entitled to a maximum of 5 additional days paid holiday each year (pro-rated in year 11), subject to a limit of 30 days paid holiday. Holiday must be taken by the end of January in the following year. Bank Holidays will be paid at normal rates.

All holidays should be booked through the Manager, who will check the holiday chart for availability. Not more than 2 staff may be away at any one time and preferably not more than one from each room, in order to allow continuity of care for the children.

2. Staff leaving employment

If you have taken more holiday than you have already accrued, the Nursery retains the right to make the equivalent deduction from your final salary payment when you leave. This will be a deduction for each extra day of holiday taken, at your normal rate of pay.

Holiday accrued but not taken will be added to your final payment at your normal rate of pay.

3. Management holiday cover

In order to ensure sufficient managerial staff are present at the Nursery at all times:

- Deputy Manager may not take planned annual leave at the same time as the Manager takes annual leave; unless agreed by the Trustees.

4. Doctor/dental appointments

These should be made as far as possible in your own time. Shifts may be changed with another staff member to maintain the required staff/child ratio.

5. Making up lost time

All hours missed or owed (including late arrival in the morning) should be clearly recorded on timesheets and made up at the Manager's discretion.

6. Hospital/outpatients appointments

These may be taken as sick leave at the discretion of the Manager.

7. Compassionate leave

This may be granted at the Manager's discretion.

8. Unpaid leave

This may only be taken with permission from the Manager and only after all holiday entitlement has been used, except in relation to dependency leave and parental leave.

9. Extra hours worked

Will be paid at the normal hourly rate. Extra "saved" hours must be clearly written on timesheets or they will not be regarded as valid. The maximum number of hours which may be saved by each employee is the same as the number of hours usually worked in a week by that employee.

10. Staff Rota

Although the Staff Rota is fixed to ensure continuity for the children it must also be flexible to cover sickness and holidays. At the discretion of the Manager, who will take into account any problems it may cause, staff hours may be changed at short notice to ensure that the Nursery meets its legal obligations. The Nursery is open from 8 a.m. to 6 p.m. and these hours must be covered between the staff.

11. Staff children in Nursery

As a general rule, all children who are present in Nursery on any day must be booked in and paid for. It is the responsibility of each member of staff to ensure that they have appropriate childcare arrangements in place to cover their contractual working hours.

In exceptional circumstances, the Manager may allow the child of a member of staff to attend Nursery on a day on which they do not usually do so, provided that there is a space on that day. Examples of exceptional circumstances include:

- if a member of staff agrees at short notice to work on a different day to cover the sickness absence of another member of staff; or
- if there is an unforeseen problem with the usual childcare used by a member of staff which would mean that member of staff would otherwise not be able to work – for example, the child's usual carer is sick, and the Manager considers that it is necessary that the member of staff is not absent on that day.

In these circumstances staff will ordinarily be expected to pay the usual fees for their child on that day, although the Manager may agree to waive the fee if she considers it is necessary to do so.

School-aged children should not normally be present in Nursery except in exceptional circumstances agreed by the Manager, and provided that:

- there is no detrimental effect on the care and attention given to the Nursery children on that day; and
- there are sufficient staff in Nursery to comply with the relevant ratios.

12. Telephone calls

Telephone calls should be kept to a minimum and are at the discretion of the Manager during working hours. Personal mobiles must be put away and never carried around with you. After gaining permission from the Manager, they may be kept where you can hear them if you are awaiting an emergency call and should only be used away from any children. Personal mobiles must **never** be used to take photographs of the children. This can only be done using Nursery cameras for Nursery purposes and must only be downloaded on the Nursery printer.

13. Smoking

The Nursery has a non-smoking policy throughout the building and grounds. Smoking during Nursery hours is not permitted except in your lunch hour. You may not smoke anywhere near the Nursery or in the entrance to the Bat & Ball Centre. When returning to the Nursery after smoking you must:

- Remove your coat or cardigan and hang it well away from the children, or change your top.
- Wash your hands well.
- Drink some water or rinse your mouth.

14. Use of social media

Staff should be extremely careful when using social media. You should always remember that once content is shared online it is possible for it be circulated far wider than intended without consent or knowledge. You must be aware that, even as an individual, your comments and actions could be criticized and seen as bringing the Nursery into disrepute, especially if other users are aware of your role. You should be very careful not to share any personal details or information relating to the children or their families with children (past or present) or their parents/carers, and you should avoid making reference to the Nursery when using social media.

15. Staff taking medication/other substances

If a member of staff is taking medication which may affect their ability to care for children, we ensure that they seek further medical advice. Staff will only work directly with the children if medical advice confirms that the medication is unlikely to impair their ability to look after children properly.

Staff medication on the premises will be stored securely and kept out of reach of the children at all times.

If we have reason to believe that a member of staff is under the influence of alcohol or any other substance that may affect their ability to care for children, they will not be allowed to work directly with the children and further action will be taken.

16. Training policy

It is recommended that up to date First Aid and Food Hygiene Certificates are held by all Nursery staff. The Manager will endeavour to book these on behalf of the staff if necessary. Training may take place in other venues and outside of working hours.

N.V.Q.'s may be completed or upgraded as part of Nursery work. This will be at the discretion of the Manager and only after the staff member has received a full contract. Funding for courses may be available at the discretion of the Trustees.

Staff appraisals are held yearly. During these appraisals staff are given the opportunity to discuss the progress of their career and any training that they would like to be considered for.

Ongoing training within the Nursery will take place during staff meetings.

This policy was adopted at a meeting of the Trustees of Sevenoaks Day Nursery in September 2013 and was amended in February 2024.



Susan Dreksler
Chair