

Early Years and Childcare Charter

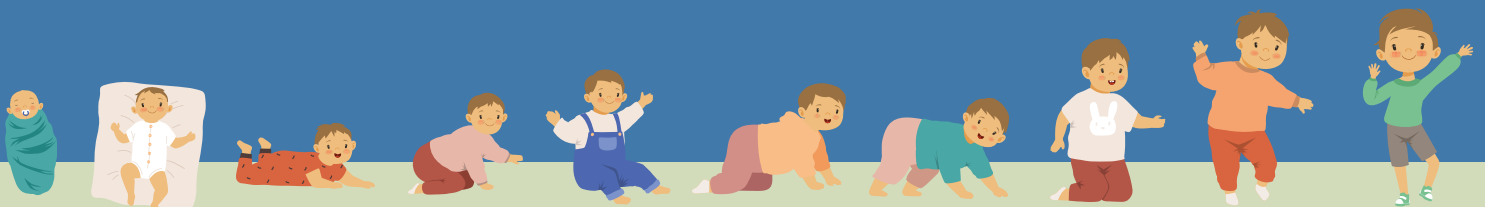
Principles

We commit to having high aspirations for each unique child by:

- Listening to and encouraging children's views and reflecting on and interpreting children's actions to support their progress and development
- Seeking to understand children's perspectives, support participation, and their individual needs
- Supporting children as they move through early years and into their next stage of learning and school
- Ensuring that our workforce understand the needs of Early Years children, ensuring they receive the right help at the right time
- Provide an environment where all children are supported with care and kindness
- Looking for ways in which we can support Early Years children to understand the impact they have on their environment

We commit to respecting Parents, Carers and Families as our partners by:

- Valuing and actively listening to families to support the learning and experiences of their children
- Ensuring our information is easy to find and easy to understand. It will open doors to services
- Ensuring consistent signposting for families, with support tailored to their needs
- Providing support for children and parents who have additional needs or if they become vulnerable, and communicating this support clearly
- Aiming to offer flexible services which support and help parents as they work and study





We commit to contributing towards the early years system by:

- Helping families, and us as practitioners, to provide and/or find the information and support when they need it, whilst ensuring information provided is consistent and accessible when it is needed
- Making sure that our information, guidance, and support does not conflict with other support that is provided to parents and carers
- Promoting an environment that focuses on compassion and kindness, hope, connection and belonging (Trauma Perspective Practice Principles)
- Communicating and working together collaboratively, valuing the expertise and knowledge of everyone within the system, including families
- Looking for ways in which we can reduce our carbon footprint and encourage and contribute towards the environment

We commit to working collaboratively with our partners and providers by:

- Working alongside agencies and organisations that support children and families within Early Years, focusing on safeguarding and ensuring the right help is received at the right time
- Ensuring staff have up to date training and skills to ensure that all children will receive the best early years and childcare experience
- Supporting staff to provide a safe environment which promotes a sense of belonging
- Enabling staff to be more knowledgeable and skilled to effectively support children and families
- Having a fair recruitment practice that will not exclude but will welcome and support a diverse workforce
- Looking after staff health and wellbeing
- Sharing knowledge and information in an effective and timely manner



Essex Early Years
Charter Member