



Participation Policy

The aim of the policy is to ensure the involvement of all children and families who use the nursery and for staff to be committed to the meaningful engagement of children and their families. All children and families benefit from being involved in decision-making.

Staff at the nursery have a vital role to play in listening and responding to the voice of the child. We aim to provide an environment where children feel confident and safe, ensuring they have the time and space to express themselves in whatever form suits them.

Once Upon A Time Nursery is committed to developing a listening culture which nurtures day-to-day listening and provides opportunities for children to make decisions about matters that directly affect them.

We encourage children and families to participate by:

- Engaging with children and asking them their opinion on things that affect them
- Listen to their views
- Make decisions with them rather than for them during planning
- Provide children with a choice
- Discuss choices to help influence not change their decisions
- Create positive attitudes about participation in the nursery
- Support and encourage children to take responsibility
- Provide appropriate resources and involve children in the planning of resources
- Children have ideas therefore encourage child-initiated play, with some adult led activities
- Parental participation will include informal feedback, word and mouth, suggestion boxes, thank you cards etc.
- Formal feedback will be obtained by annual quality assurance forms



Participation provides many benefits:

- Children and families have a voice, have a choice
- If children are given choices, it will increase their self-esteem
- Children will feel valued, and this will provide a sense of worth
- Children will gain new skills and confidence and make a real difference in something that matters to them
- Improving accessibility to children and families
- Staff will be more aware of children's needs therefore more able to meet their needs
- Reflect and value difference
- The involvement of children and their families will enhance their experience of the services they receive

Participation is part of a process of involvement therefore communication and consulting with staff will also be part of the participation process. All staff will be involved in and influence decision making in matters that affect them and for those views to be listened to and taken account of.

Staff involved in the nursery will participate by:

- Professional dialogue
- Staff meetings
- Staff supervision
- Yearly appraisals
- Effective communication skills
- Open door policy
- Key worker system
- Working in partnership e.g. Parents, Advisory Teacher and Health Visitors etc.

Feedback and review meetings significantly impact on the nursery, with children, families and staff having an opportunity to contribute to the outcomes of the planning meeting.

Annually we review the quality of care and complete a self-assessment report. We consult with parents/carers, children, visitors and staff and document the feedback gained.