

## Working Agreement

To be reviewed Bi-Annually.

Procedure Agreed February 2019. To be reviewed February 2021.



## **WORKING AGREEMENT COMPACT AND PROTOCOLS FOR PARTNER ORGANISATIONS AND COMMISSIONED SERVICES DELIVERED ON SITE AT EVERTON NURSERY SCHOOL AND FAMILY CENTRE**

All services in and provided from Everton Nursery School and Family Centre share the school/centre ethos. This is a shift away from the traditional framework for the delivery services by separate agencies to one that emphasises joint/shared working, flexibility, local responsiveness and local accountability. To work in this way we need a shared vision and a strategy that is inclusive, puts children at the school/centre of service development that is professional and inclusive.

1. Children and young people are at the centre of our service development. We aim to provide a service that is holistic and offers ongoing opportunities for children to increase life chances, raise aspirations and facilitate achievements by children, by parents/carers and by parents/carers and children together.
2. All staff must adhere to the school/centre policies and are accountable to Everton Nursery School and Family Centre Governing Body whilst they are based, or deliver services from Everton Nursery School and Family Centre. In keeping with the Local Authority directive, Everton Nursery School and Family Centre have adopted a policy, which does not permit smoking inside the school/centre or in the school/centre grounds by any member of staff, parent/carer or visitor to the school/centre.
3. All services must be provided in an anti-oppressive and non-discriminatory way and promote social inclusion. See Centre Code of Conduct.
4. All services recognise that families will usually afford the best protection for children and young people and will work in partnership, whenever possible to support them in this role.
5. The partner organisations who employ and to whom the staff teams on site look for leadership and management must promote the ethos and development of Children's Centres and encourage and enable their staff to be full partners. All organisations must telephone the school/centre first (0151 233 1969) to make an appointment to

see staff on-site rather than just 'turning up' on the off chance of seeing whether staff members are available.

6. We aim to model good interpersonal relationships on site. Staff based on or visiting the school/centre who have a concern or grievance should first discuss this with their line manager, who will respond as appropriate to the situation.
7. All services must commit to collaborative working. Any disputes will be clarified through reflexive dialogue and together staff within and between organisations will examine their reactions and seek to better understand their sources (we recognise that often disputes arise through feelings, interpretations and in the meanings ascribed to events).
8. All staff in the school/centre are subject to disclosure. Staff working directly with children on a day to day basis are subject to an enhanced disclosure. Partner organisations who consider that this is not necessary for their organisation should inform the Headteacher/Head of Centre.

Through integrated working the sum of working together is greater than the work alone. The school/centre/site is able to draw on the expertise and learning from each other and develop services collaboratively.

Reviewed by the Leadership Team, September 2019.