



**Charles
University**

Code of Ethics

Kaštánkov Early Childhood Centre

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Introduction

The Code of Ethics of the Kaštánkov Early Childhood Centre is a foundational document that expresses the values, principles, and expectations guiding our daily care for children, collaboration with families, and the professional culture of our team. It serves as a shared agreement between caregivers, parents, and children about how we wish to grow together at Kaštánkov.

This code was created as part of our commitment to transparency, quality care, and a respectful approach. Its publication aims to:

- Strengthen trust between families, the team, and the institution
- Define expectations for all involved parties
- Support a safe and stimulating environment for children
- Serve as a guiding document for everyday situations as well as more challenging moments

The Code of Ethics is based on the values and principles outlined in the Kaštánkov Early Childhood Centre's Care and Education Plan. At the heart of our work is the child – their needs, interests, and uniqueness. We believe that clearly formulated principles help create an environment where everyone feels respected, heard, and supported – whether it's a child, a parent, or a member of our team.

At the same time, we recognize that no one is perfect. Everyone has a bad day now and then, says something differently than intended, or acts in the heat of emotion. That's why we create space at Kaštánkov for understanding, apology, and explanation. We know how to apologize to children, parents, and each other. We believe that the ability to reflect, correct, and learn from mistakes is the foundation of trust and professional integrity.

Code of Ethics for Children

At Kaštánkov, every child matters. We want everyone to feel safe and welcome. To help us play, learn, and support each other kindly and respectfully, we follow a few simple rules. This code is for all children who are part of Kaštánkov – whether they are little or bigger, quiet or curious, each one has a place here.

We can be ourselves

No one judges us by how we look, what we enjoy, or how we speak. We can play, dress, and learn in ways that make sense to us – regardless of what others might expect. Each of us is unique and has the right to be who we are.

We can say how we feel

When we feel happy, sad, angry, or confused, we can say it – and someone will listen. It's okay not to feel okay, and we also try to make sure our words are kind to others.

We can ask questions and explore

When something interests us, we can ask, try, discover, and learn through play.

We can make choices

We have the chance to choose what we want to do and learn to take responsibility for our decisions.

We can help others

When someone needs help, we can offer a hand, a word, or a smile.

We can say “no”

If something doesn't feel right or makes us uncomfortable, we can say so – and others will respect it. We also know that adults are here to protect and support us when it's important for our health and safety.

We have the right to be safe

Adults make sure nothing harms us – physically or with words. We learn that we are part of keeping others safe too – by trying not to hurt children or adults.

Code of Ethics for the Team

The team at Kaštánkov Early Childhood Centre is made up of individuals who contribute every day to creating a safe, stimulating, and respectful environment for children. The team also includes students completing their practical training, who observe, learn, and actively participate in our shared work. This Code of Ethics expresses the values we share and the principles that guide our relationships with ourselves, the children, the parents, and each other. It serves as a compass in our daily work, a tool for self-reflection, and a foundation of trust within the team.

Our Approach to Self-Care and Reflection

We care for our own well-being

We recognize that the quality of care we provide is connected to our own balance. We respect our limits, seek support, and learn to ask for help.

We reflect on our work

We regularly think about what is going well, what helps us grow, and what needs to change. Self-reflection is a tool for growth.

We learn and develop

We see education as part of our professional journey. We share experiences, inspire one another, and explore new directions.

We act in alignment with Kaštánkov's values

We are aware of the impact our work has on children, families, and our colleagues. We behave in ways that reflect the values we share at Kaštánkov — trust, respect, equality, and openness.

Our approach to Children

We respect each child's uniqueness

We see children as competent individuals with their own pace, interests, and needs. We provide an environment that supports their freedom, curiosity, and self-confidence.

We ensure physical and emotional safety

We make sure children feel safe, accepted, and protected. We respond sensitively to their needs and emotions.

We promote equality and inclusion

We create an environment free of prejudice, where all children have equal opportunities regardless of gender, background, language, health status, or family situation.

We allow children to be themselves

We do not impose stereotypical expectations. We give children space for self-expression, choice, and exploration.

We model respectful behavior

We teach children through our own actions — with kindness, patience, and openness.

Our Approach to Parents

We maintain confidentiality

We share information about children and families only within the team and in accordance with data protection regulations.

We see parents as partners

Collaboration with families is the foundation of our work. We share responsibility for the child's development.

We communicate openly and respectfully

We inform parents about their child's progress, listen to their needs, and seek shared solutions.

We respect diverse family backgrounds

We approach families with sensitivity, without judgment, and with an understanding that each family has its own unique circumstances.

Our Approach to Each Other as a Team

We support a culture of collaboration

We share experiences, learn from one another, and work together to find ways to improve.

We communicate openly and respectfully

We create an environment where everyone can express their opinions, needs, and concerns.

We respect professional growth

We regularly reflect on our work, pursue education, and support each other's professional development.

We act ethically and responsibly

We are aware of the impact our work has on children, families, and the team. We behave in ways that align with the values of Kaštánkov Early Childhood Centre.

We believe that a team culture based on respect, openness, and a willingness to learn is the foundation of quality care for children. The Code of Ethics helps us stay on course when the work is challenging and reminds us why we chose Kaštánkov as the place to be — with children and with each other.

Code of Ethics for Parents

At Kaštánkov, we see parents as key partners in the care and development of children. Together, we create an environment where children feel safe and respected. This Code of Ethics for Parents expresses the values that support open collaboration, trust, and mutual respect between families and the Kaštánkov team.

We collaborate as partners

We share responsibility for the child's development. We believe that open dialogue between families and the team provides children with stability and support.

We communicate openly and respectfully

We listen to one another, share information, and seek joint solutions. We believe every family has the right to be heard.

We respect diversity

At Kaštánkov, we welcome all families regardless of background, language, culture, or life situation. Every family is unique and valuable.

We protect confidentiality

Information about other children and families is kept safe. Mutual trust is the foundation of our collaboration.

We support the community

Kaštánkov is a place where not only children, but also adults learn and grow. Shared events, exchanging experiences, and helping one another strengthen relationships and create a space where life feels good.

We believe that open collaboration between families and the team creates an environment where children thrive, learn, and explore the world with confidence in themselves and in others. Thank you for being part of this journey with us.

Conclusion

The Code of Ethics of the Kaštánkov Early Childhood Centre is a living document that evolves with us — with the children, families, and team. It is not a list of rules, but a shared agreement about how we want to be together: with respect, openness, and a willingness to learn from one another. It helps us stay on course in our daily care, communication, and collaboration.

We believe that shared values are the foundation of an environment where life feels good — for children, parents, and ourselves.

Let's keep learning and growing together.