



Artificial Intelligence (AI) Policy

Updated September 2024

At Briar Dene Childcare, we recognise the growing role of technology in education and childcare, including the use of Artificial Intelligence (AI) tools. While we embrace technological advancements that can enhance learning and operational efficiency, we are committed to ensuring that AI is used in a way that prioritises the safety, privacy, and well-being of children, staff, and families. This policy provides guidelines for the ethical and responsible use of AI within the nursery setting.

The purpose of this policy is to:

- Ensure that AI technologies used in the nursery are ethical, safe, and in the best interests of children.
- Provide clear guidelines for staff regarding the use of AI tools, software, and applications.
- Promote transparency and accountability when using AI.
- Safeguard the privacy and data security of children and families in relation to AI systems.

Ethical Use of AI:

- AI should be used in a way that aligns with our nursery's commitment to inclusivity, equality, and fairness. AI technologies should not perpetuate bias or discrimination.
- Any AI tools used for learning should enhance, rather than replace, human interaction and support. AI should serve as a supplementary tool that aids educators, rather than a substitute for personal attention and care.
- AI systems will be used to promote the development of positive learning experiences for children, with a focus on their well-being and overall growth.

Data Privacy and Security:

- Any AI system that collects, processes, or stores data related to children, staff, or families must comply with applicable data protection laws, including the General Data Protection Regulation (GDPR) and other local regulations concerning child data protection.
- The use of AI tools must ensure the confidentiality of all personal information. Any data collected by AI systems must be kept secure, with limited access granted only to those who need it to perform their duties.
- Parents and guardians must be informed about any AI tools or systems used in the nursery that may collect or analyse personal data, and their consent should be obtained when necessary.

Transparency and Accountability:

- We are committed to transparency regarding the use of AI in our nursery. Parents, staff, and children (where applicable) should be made aware of any AI tools used and how they contribute to the nursery's operations.
- Staff will receive training on the AI tools used in the nursery, including how to operate them safely and ethically. Ongoing evaluation will be carried out to assess the effectiveness of AI systems and to ensure they meet our standards of care.
- The nursery will regularly review AI tools and applications to ensure they align with our values and objectives. Any concerns about the misuse or malfunction of AI systems will be addressed immediately.

Child-Centric AI Applications:

- AI used in the nursery should be designed to support and promote child development. Tools used for educational purposes, such as learning apps or interactive content, should be age-appropriate, designed with child safety in mind, and used to complement traditional learning methods.
- AI systems that monitor children's well-being, such as activity trackers or behavioural analysis tools, should be used cautiously and only when necessary to ensure a child's safety or development, with parent consent obtained beforehand.
- AI should never be used in a way that undermines the personal relationships between children and staff, or that replaces human interaction or emotional support.

Monitoring and Evaluation:

- The nursery will continuously monitor the use of AI tools to assess their impact on children's development, learning outcomes, and general well-being.
- Staff will be encouraged to provide feedback on AI tools, and this feedback will be considered when reviewing and adjusting the use of AI in the nursery.
- If any AI tools are found to be ineffective or potentially harmful, they will be discontinued and replaced with more suitable alternatives.

Restrictions on AI Use:

- AI technologies will not be used to replace staff in critical caregiving roles. Human staff will always be responsible for providing direct care, supervision, and interaction with children.
- AI-based surveillance systems, if used, will be strictly limited to ensuring safety and security and will not be used to monitor children in a way that compromises their privacy or well-being.
- Any AI systems used to collect data must be limited to the specific purposes for which they were implemented, and data collection should be minimal and relevant.

Staff Training and Awareness:

Training Requirements:

- All staff will receive training on the ethical and responsible use of AI tools, focusing on data privacy, safety, and the appropriate application of AI in educational settings.
- Ongoing training will be provided to ensure staff are up to date on any new AI technologies being introduced into the nursery.

AI Usage Guidelines for Staff:

- Staff should use AI tools only for the purposes for which they were designed and in compliance with this policy.

- Staff are required to report any concerns or malfunctions with AI tools to the Nursery Manager or designated tech officer for review.
- Staff should be mindful of the potential for over-reliance on AI and should ensure that human supervision and care always remain a priority.

Parental Consent and Communication:

Informed Consent:

- Parents will be informed about the use of AI in the nursery, including details about any AI systems that involve their child, such as learning apps or monitoring systems.
- Parental consent will be sought for AI tools that collect or analyse personal data about their child. Parents should have the option to withdraw consent at any time.

Regular Updates:

- The nursery will keep parents informed about any new AI tools introduced to the setting and will provide clear explanations of how these tools will benefit their child's learning and development.

At Briar Dene Childcare, we embrace the potential of AI to enhance learning and operational processes, but we are committed to using these technologies responsibly, ethically, and with a child-first approach. Through transparent practices, proper training, and clear communication, we aim to provide a safe, nurturing environment where technology supports and complements the educational experience.

Review of Policy:

This policy will be reviewed annually (September 2025), or as needed, to ensure that it remains relevant and effective in meeting the evolving needs of the children, families, and staff within the nursery.

Name:	Position:	Signed:	Date:
David Birkbeck	Owner		
Kayleigh Tydd	Director		
Greg Bamber	Nominated Individual		
Zoe Tydd	Manager & DSL		
Abbie Lloyd	Deputy Manager		
Jade Radcliffe	Second Deputy Manager		
Pamela Lear	Practitioner		
Diane Jones	Practitioner		
Emily Gautrey	Practitioner		