



Staffing and Employment

A high adult: child ratio is essential in providing good quality care.

In our setting

We have at least one member of staff to every eight children, when they are over three and over. If a member of staff with a level 6 childcare qualification is on site a 1:13 ratio can be used.

Our keyworker system ensures each child and family has one particular staff member who takes a special interest in them.

Regular staff meetings provide opportunities for staff to undertake curriculum planning and to discuss the children's progress, next steps and any difficulties.

We work towards an equal opportunities employment policy, seeking to offer job opportunities equally to both women and men, with and without disabilities, from all religious, social, ethnic and cultural groups.

Staff training meets all regulatory requirements these include paediatric first aid, health and safety and safeguarding children. In addition we aim to ensure that the majority of the staff have an equivalent level 3 qualification, and all staff hold or are working towards qualifications appropriate for their position in the group.

Regular in-service training is available to all staff, both paid and volunteer members, through the Pre-school Learning Alliance and other agencies.

Our settings budget includes an allocation towards training costs.

We support the work of our staff and identify their ongoing training and development needs by means of regular monitoring/appraisals.

We are committed to recruiting, appointing and employing staff in accordance with all relevant legislation including the Disqualification under the Child Care Act and Keeping Children safe in Education (DfE, 2018).

This policy was adopted at a meeting of Kidstime held on

.....(date)

Signed on behalf of the Kidstime at St Josephs School.....

Reviewed by.....Date.....