



Staffing and Employment Policy

Statement of intent

We provide a staffing ratio in line with the requirements of the Early Years Foundation Stage (EYFS) to ensure that children have sufficient individual attention and to guarantee care and education of a high quality. Our staff are appropriately qualified, and we carry out checks for criminal and other records through the Disclosure Barring Service in accordance with statutory requirements.

EYFS Key Themes and Commitments

A Unique Child	Positive Relationships	Enabling Environments	Learning and Developing
1.2 Inclusive practice 1.3 keeping safe	2.4 Key person	3.4 The wider environment	

Methods

- To meet this aim we use the following ratios of adult to child:
 - Children aged two years of age: 1 adult : 5 children.
 - Children aged three - seven years of age: 1 adult: 8 children.
- A minimum of two staff/adults are on duty at any one time.
- We use a key person system to ensure that each child has a named member of staff with whom to form a relationship and who plans with parents for the child's well-being and development in the setting. The key person meets regularly with the family for discussion and consultation on their child's progress.
- We hold regular staff meetings to undertake curriculum planning and to discuss children's progress, their achievements and any difficulties that may arise from time to time.
- We work towards offering equality of opportunity by using non-discriminatory procedures for staff recruitment and selection.
- All staff have job descriptions which set out their staff roles and responsibilities.
- We welcome applications from all sections of the community. Applicants will be considered on the basis of their suitability for the post, regardless of marital status, age, gender, culture, religious belief, ethnic origin or sexual orientation. Applicants will not be placed at a disadvantage by our imposing conditions or requirements that are not justifiable.
- Our setting Management Team hold two BA Hons and an early Years Teacher Status between them. All other staff hold relevant qualifications as stated within the EYFS Statutory Framework.

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- We provide regular in-service training to all staff - whether paid staff or volunteers - through the Pre-school Learning Alliance, Young in Herts and external agencies.
- Our setting budget allocates resources to training.
- We provide staff induction training in the first week of employment. This induction includes our Health and Safety Policy and Child Protection Policy. Other policies and procedures will be introduced within an induction plan.
- We support the work of our staff by holding regular supervision meetings and appraisals.
- We are committed to recruiting, appointing and employing staff in accordance with all relevant legislation and best practice.

Information about staff and volunteers

- We use Ofsted guidelines on obtaining references and criminal record checks through the Disclosure Barring Service for staff and volunteers
- Individual records are kept on the premises containing the names and address of staff members, volunteers and Management Team. This also includes information about recruitment, training and qualifications. This information is kept securely.
- At the beginning of each academic year, names and contact details are collected of volunteers to cover emergencies such as unexpected staff absence or sickness and to cover planned absence such as staff holidays or training courses

Training and Qualifications

- The Pre-school Supervisor needs, as a minimum, an NVQ level 3 in Early Years or an equivalent qualification
- The Deputy Supervisors must hold at least an NVQ level 2 or equivalent and must be working towards their next level
- All staff must hold or be working towards qualifications appropriate for their position in the group
- Regular in-service training is available to all staff, both paid or volunteers
- The pre-school budget allocates resources to training
- Training opportunities are discussed and all staff are encouraged to pursue appropriate courses. Staff are required to have a training and development plan, which is reviewed regularly.
- We hold staff supervisions and appraisals.

Recruitment

- We are committed to recruiting, appointing and employing staff in accordance with all relevant legislation and best practice, as laid out in the Equality of Opportunity Policy
- We welcome applications from all sections of the community. Applicants will be considered on the basis of their suitability for the job, regardless of age, gender, culture, marital status, ethnic origin, religion or sexual orientation. Applicants will not be placed at a disadvantage by us imposing conditions or requirements which are not justifiable

Staff Induction

- Staff induction training begins in the first week of employment and is completed as soon as possible. This induction includes Health and Safety and Child Protection
- A new staff checklist ensures that all areas of induction are completed
- All new members of staff will be given a set of pre-school policies to become familiar with and they will take part in a fire drill in their first term
- A DBS check must be carried out in advance of employment
- Relevant training will be discussed and organised
- All new staff will be allocated a mentor for support and guidance
- A staff contract will be signed by both parties at the end of a satisfactory trial period, which is normally one month
- Conflict of interest form

Staff sickness

- If a member of staff is ill, the Manager must be notified as soon as possible or between 7am and 8am on the morning of the first day of absence to inform her of the reason behind your absence.
- If staff are absent for more than one day, without a sick note, they must inform the manager by 3pm of the previous day and each day thereafter.
- As part of our strategy for infection control and prevention the Manager has the right to exclude a member of staff who is ill or infectious from the setting, in accordance with the Guidance on Infection Controls in Schools and other Child Care Settings from the Health Protection Agency.
- In the case of diarrhoea and vomiting, exclusion lasts 24 hours from last episode.
- The session Manager will use the emergency contact sheet to contact a volunteer or alternative member of staff to cover the session. If cover cannot be found and adult: child ratios cannot be maintained, the pre-school will close for that session. At least half the members of staff must be qualified at each session.
- A medical certificate signed by their Doctor as to the reason for the absence must be handed or sent to the Pre-school Manager if they are absent for any period of 7 consecutive days or more. A new medical certificate should be sent each week thereafter.
- The Pre-school will pay any Statutory Sick Pay to which staff are entitled provided that they follow the required reporting procedures. Disciplinary action may be taken in respect of any failure to comply with the reporting procedures.
- For the purpose of the Statutory Sick Pay Scheme the agreed 'qualifying days' are Monday to Friday.
- Holiday will not accrue during any period of sickness. Holiday will accrue during maternity leave in the usual way.

This policy was agreed by the staff of Playhouse Pre-school Broadwater.

Adopted on 24th April 2015 and will be reviewed annually.

Reviewed on 10th November 2023 by Z. Munford