

# Naunton Park Pre-School Playgroup



## Staffing and employment policy

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#### Statement of Intent

We provide a high staffing ratio to ensure that children have sufficient individual attention and to guarantee care and education of a high quality. Our staff are appropriately qualified and are checked for criminal records through the DBS in accordance with statutory requirements.

#### Aims

To ensure that children and their parents are offered high quality pre-school care and education.

#### Methods

- To meet this aim we use the following ratios of adult to child:
  - Children aged two years of age: 1 adult: 4 children
  - Children aged three - five years of age: 1 adult: 8 children
- A minimum of two staff are on duty at any one time.
- We use a key person system to ensure that each child and each family has a particular member of staff for discussion and consultation.
- We hold regular staff meetings to undertake curriculum planning and to discuss children's progress, their achievements and any difficulties which may arise from time to time.
- We offer equality of opportunity by using non-discriminatory procedures for staff recruitment and selection.
- All staff have job descriptions which set out their 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 us imposing conditions or requirements which are not justifiable.
- There are currently 7 members of staff. 6 staff members hold a variety of qualifications for working with young children, including one with QTS, three with CACHE level 3 Diploma in Pre-school Practice.
- We provide regular in-service training to all staff - whether paid staff or volunteers - through the Early Education and Childcare Unit.
- Our playgroup 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 Procedures and Child Protection Policy and Procedures.
- 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.

Reviewed 09/11/2020

- We use Ofsted guidance on obtaining references and criminal record checks through the DBS for staff and volunteers who will have substantial access to children.

This policy was adopted at a meeting of Naunton Park Pre-School Playgroup

Held on .....

Digitally signed on behalf of the playgroup: Sarah White

Office.....

To be reviewed	Reviewed by	Office	Signature	Date
09/11/2022	Sarah White - Chair			05/2021
18/01/2024	Lucy Champion – Secretary		Lucy Champion	01/2023