



Staffing

At Stretton Pre-School, we deploy our staff based on the Safeguarding and Welfare Requirements of the EYFS, to ensure that children have sufficient individual attention and to guarantee care and education to a high standard. Our staff are appropriately qualified and we carry out enhanced criminal records and barred list checks (DBS) in accordance with statutory requirements.

In accordance with the statutory Framework for the early year's foundation stage:

3.28 Staffing arrangements must meet the needs of all children and ensure their safety. Providers must ensure that children are adequately supervised and decide how to deploy staff to ensure children's needs are met. Providers must inform parents and/or carers about staff deployment, and, when relevant and practical, aim to involve them in these decisions. Children must usually be within sight and hearing of staff and always within sight or hearing.

3.29 Only those aged 17 or over may be included in ratios (and staff under 17 should be supervised at all times). Students on long term placements and volunteers (aged 17 or over) and staff working as apprentices in early education (aged 16 or over) may be included in the ratios if the provider is satisfied that they are competent and responsible.

3.30 The ratio and qualification requirements below apply to the total number of staff available to work directly with children³⁴. Exceptionally, and where the quality of care and safety and security of children is maintained, changes to the ratios may be made. For group settings providing overnight care, the relevant ratios continue to apply and at least one member of staff must be awake at all times.

Procedures:

- Children aged two years: 1 adults: 4 children
- At least one member of staff holds a full and relevant level 3 qualification
- At least half of all other staff hold a full and relevant level 2 qualification
- Children ages three and over: 1 adult: 8 children
- Where split ratio may be used we always use the lower ratio 1 adult: 4 children
- At least one member of staff holds a full and relevant level 3 qualification
- At least half of all other staff hold a full and relevant level 2 qualification

- We only include those over 17 years or older within our ratios where they are competent and responsible, we may include students on long term placements and regular volunteers (this is at the managers discretion and if they deem the person to be competent)
 - Where possible we will have two staff members/adults with the children at all times however on occasion's such as walking from one room to another or taking to the bathroom we may have one level staff member.
 - At least two staff are on duty at any one time; one of whom is the Pre-School Manager, Deputy Supervisor or Named Deputy (Senior Room Practitioner).
 - The Pre-School Manager, Deputy Supervisor or Named Deputy (Senior Room Practitioner) Deploys staff/students/volunteers to give adequate supervision indoor and outdoor (ensuring that children can be seen and heard at all times)
 - Our staff/students and volunteers focus their attention on children at all times and do not spend time in social conversations with colleagues while they are working with children
 - We ensure that all children have a key person (See key person policy)
- We hold regular whole team meetings (every training day) and set staff meetings. We have planning meetings and discuss children's progress - achievements and difficulties and action to put in place.

This policy was adopted by

Stretton Pre-School

On

4 October 2018

Date to be reviewed

Annually

Signed on behalf of the provider

Name of signatory

Emily Greenfield

Role of signatory

Chair person