

Staffing and Ratios

Staffing arrangements must meet the needs of all children and ensure their safety. Providers must ensure that children are adequately supervised and decide to deploy staff to ensure children's needs are met.

EYFS statutory guidance pg.21

Our policy for Staffing and Ratios is:

We believe:

We believe that a high adult: child ratio is essential in providing good quality childcare. Our child ratios are as recommended by Ofsted:

Our procedures:

We support this by:

- Ensuring our ratios are as follows:
 - 0 -2 years 1:3
 - 2 -3 years 1:4
 - 3 – 5 years 1:8
- A higher staff ratio may be required in some circumstances.
- A minimum of three staff must be on the premises at all times.
- At least one member of staff holding a current paediatric First Aid certificate
- Each member of staff is allocated as a key person to a group of children. The Key person's role is to make sure that during the day each child feels special and individual and to communicate with parents at the beginning and end of each day.
- Regular staff meetings are held, providing the opportunity for staff to undertake curriculum planning and to discuss the children's progress or difficulties or to raise any issues within the day to day running of the Nursery.
- At least half of our staff will hold relevant childcare qualifications, and all staff will have the opportunity to attend regular in-service training, both paid and voluntary by ourselves and other professional bodies. The nursery holds a budget allocated towards on-going staff training.
- All staff are supported through regular supervisions and support
- The Nursery is committed to recruiting, appointing and employing staff in accordance with all relevant legislation.
- Staff are given work to which their skills and aptitudes are best suited
- Management information about staff productivity/effectiveness is generated and reviewed regularly
- Checks are made to ensure that staff are given tasks appropriate to their level and competence
- Timetabling ensures that the best use is made of all staff