



## **Staffing**

### **Policy statement**

At Little Squirts we provide a staffing ratio in line with the Safeguarding and Welfare Requirements of the Early Years Foundation Stage 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 enhanced criminal records and barred list checks through the Disclosure and Barring Service in accordance with statutory requirements.

### **Our intention**

It is our intention to provide additional staff, above the legal requirements, where possible because we believe that the children, staff and smooth running of the setting benefits from this. We employ apprentices as well as volunteers in order to accommodate this.

### **Ratios**

Babies under 2: 1 adult : 3 children

Children aged two years: 1 adult : 4 children

Children aged three years and over: 1 adult : 8 children

At Little Squirts we are very fortunate that most of our staff members hold a level 3 qualification with 1 member of staff holding a level 2 qualification. We are therefore able to surpass the legal requirements of *'at least one member of staff holds a full and relevant level 3 qualification; and at least half of all other staff hold a full and relevant level 2 qualification.'* (DfE, 2017)

We do not count volunteers in ratio and apprentices will only be counted in ratio once deemed competent to do so and not before their 3 month review.

We only include those aged 17 years or older within our ratios. Where they are competent and responsible, we may include students on long-term placements and regular volunteers.

## **Deployment of staff**

There is always a minimum of two staff/adults are on duty at any one time; one of whom is a senior member of staff and our manager deploys our staff, students and volunteers to give adequate supervision of indoor and outdoor areas, ensuring that children are usually within sight and hearing of staff, and always within sight *or* hearing of staff at all times. Our staff, students and volunteers inform their colleagues if they have to leave their area and tell colleagues where they are going.

Our staff, students and volunteers focus their attention on children at all times and do not spend time in social conversation with colleagues while they are working with children.

The impact of this policy is that the children are able to enjoy their day within a safe environment that provides rich adult child interactions.

This policy was adopted by Little Squirts Preschool on 29<sup>th</sup> July 2019 (review date 1<sup>st</sup> July 2020)

Signed.....

Name.....

Role.....