

## **Safeguarding and Welfare Requirement: Staff: Child ratios**

Staffing arrangements must meet the needs of all children and ensure their safety

### **5.1 Staffing**

#### **Policy statement**

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 criminal and other records through the Disclosure and Barring Service in accordance with statutory requirements.

#### **Procedures**

To meet this aim we use the following ratios of adult to children:

- Children aged two years: 1 adult: 4 children:
  - at least five members of staff hold a full and relevant level 3 qualification; and
- Children aged three years and over: 1 adult: 8 children:
  - Two members of staff hold a level five qualification
  - at least five members of staff hold a full and relevant level 3 qualification; and
- We follow the Early Years Foundation Stage Safeguarding and Welfare Requirements where a Qualified Teacher, Early Years Professional or other suitable level 5 qualified person is working directly with children aged three and over between the hours of 830am and 3pm as follows:
  - there is at least one member of staff for every 13 children; and
  - at least five other members of staff hold a full and relevant level 3 qualification.
- A minimum of three staff/adults are on duty at any one time.
- Each child is assigned a key person to help the child become familiar with the setting from the outset and to ensure that each child has a named member of staff with whom to form a relationship. The key person 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 and offers support in guiding their development at home.
- 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.

This policy was adopted at a meeting of	Cuckoo Meadow	<i>(name of provider)</i>
Held on	_____	<i>(date)</i>
Date to be reviewed	_____	<i>(date)</i>
Signed on behalf of the provider	_____	
Name of signatory	_____	
Role of signatory (e.g. chair, director or owner)	_____	

**Other useful Pre-school Learning Alliance publications**

- Employee Handbook (2012)
- Recruiting and Managing Employees (2011)