



STAFFING AND EMPLOYMENT POLICY

A high adult: child ratio is essential in providing good quality care.
In our Nursery:

- We have staff ratios that must be adhered to at all times
 - 2-3 years 1:4
 - 3-8 years 1:8
- Our key worker system ensures that each child and family has one particular staff member who takes an interest in them.
- Regular staff meetings provide opportunities for staff to undertake curriculum planning and to discuss the children's progress and any difficulties.
- We work towards an equal opportunities policy, seeking to offer job opportunities equally to both men and women, with and without disabilities, from all religious, social, ethnic and cultural groups.
- More than half our staff hold a relevant childcare qualification i.e NNEB/BTEC Child Care, Diploma in Pre-School Practice, NVQ 3

Policy Adopted by St Pauls Walden Nursery
Signature
Signature
Review Date

March 2017
Position: Committee Chair
Position: Manager
March 2018

- Regular in-service training is available to all staff both paid and volunteer members.
- We support the work of our staff by means of regular monitoring/appraisals.
- We are always willing to support staff training requirements.
- We are committed to recruiting, appointing and employing staff in accordance with all relevant legislation.

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Signature
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Position: Committee Chair
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