



*Safeguarding and Welfare Requirements: Suitable People  
Providers must ensure that people are looking after children are suitable to fulfil the requirements of their role.*

## S2: Employment Policy

### Policy Statement

We meet the safeguarding and welfare requirements of the early years foundation stage, ensuring that our staff are appropriately qualified, and we carry out checks for criminal and other records through the Disclosure and Baring Service in accordance with statutory requirements.

### Procedures

#### Vetting and staff selection

- We work towards offering equality of opportunity by using non-discriminatory procedures for staff recruitment and selection.
- We welcome applications from sections of the community. Applicants will be considered on the basis of their suitability for the post, regardless of disability, gender reassignment, pregnancy and maternity, race, religion, sexual orientation, sex, age, marriage or civil partnership. Applicants will not be placed at a disadvantage by our imposing conditions or requirements that are not justifiable.
- All staff have job descriptions, which set out their staff roles and responsibilities.
- We use Ofsted guidance on obtaining references and enhanced criminal record checks through disclosure and barring service for staff and volunteers who will have unsupervised access to children.
- We keep all records relating to employment of staff and volunteers, in particular those demonstrating that checks have been done, including the date and the number of the enhanced DBS check.
- Staff are expected to disclose any convictions, cautions, court orders, reprimands and warnings which may affect their suitability to work with children – whether received before, or at any time during their employment with us.

#### Disqualification

- Where we become aware of any relevant information which may lead to the disqualification of an employee, we will take appropriate action to ensure the safety of children. In the event of disqualification, that person's employment with us will be terminated.

#### Changes to Staff

- We inform Ofsted of any changes to the person responsible for our setting.

#### Training and Staff Development

- Our setting Manager will hold Level 4 and ideally working towards level 5, Deputy Managers will hold minimum Level 3 and all other staff will hold min Level 2 or working towards it unless for position is a short term contract e.g. to cover one to one support.
- We provide regular in-service training to all staff-whether paid or volunteers- through the Pre-school Learning Alliance and external agencies.
- Our setting budget allocates resources to training.



- We provide staff induction training in the first week of employment. This induction includes our health and safety policies, safeguarding children and child protection policies. Other policies and procedures will be introduced within the induction plan.
- We support the work of our staff by holding regular supervision meetings and appraisals.
- We are committed to recruiting, appointing and employing staff in accordance with all relevant legislation and best practice.

**Staff taking medication/other substances**

- If a member of staff is taking medication which may affect their ability to care for children, we ensure that they seek further medical advice. Staff will only work directly with the children if medical advice confirms that the medication is unlikely to impair their ability to look after children properly.
- Staff medication on the premises will be stored securely and kept out of reach of children at all times.
- If we have reason to believe that a member of staff is under the influence of alcohol or any other substance that may affect their ability to care for children, they will not be allowed to work directly with the children and further action will be taken.

**Managing staff absences and contingency plans for emergencies**

- As a term time only setting, our staff take their holiday breaks when the setting is closed. Where staff may need to take time off for any reason other than sick leave or training, this is agreed with the manager with sufficient notice.
- Where staff are unwell and take sick leave in accordance with their contract of employment, we organise cover to ensure ratios are maintained.
- Sick leave is monitored and action is taken where necessary, in accordance with the contract of employment.

This policy was adopted at a meeting of the Pre School Committee	
Date of Meeting	06/07/2016
Signed on behalf of the Management Committee	J Wernham
Role of Signatory (e.g Chairperson/owner)	Chairperson
Review Date	06/07/2017