

Staffing and Employment Policy

A high adult/child ratio is essential in providing good quality pre-school care.
In our pre-school:

- We have at least one member of staff to each six children and at least a 1 to 4 ratio for those over two but under three years old.
- Our Key Worker system ensures each child and family has one particular staff member who takes special care and interest in them.
- Regular staff meetings provide opportunities for staff to undertake curriculum planning and 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, and from all religious, social, ethnic and cultural groups.
- At least half our staff is qualified to Level Three in Child Care and Early Education.
- Regular in-service training is available to all staff, both paid and volunteer members.
- Our pre-school budget includes an allocation for training costs.
- We support the work of our staff by means of regular monitoring. Self-appraisal and access to courses are encouraged.
- We are committed to recruiting, appointing and employing staff in accordance with all relevant legislation.