



## Wesley Pre-School Benfleet

### 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 Barring Service (DBS) (formally known as the Criminal Records Bureau (CRB) 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 one member of staff holds a full and relevant level 3 qualification
  - at least half of all other staff hold a full and relevant level 2 qualification.
  
- Children aged three years and over: 1 adult : 8 children:-
  - at least one member of staff holds a full and relevant level 3 qualification
  - at least half of all other staff hold a full and relevant level 2 qualification.
  
- A minimum of three staff/adults are on duty at any one time, but in the main we usually have an additional two members of staff above ratio.
- The number of children for each key person takes into account the individual needs of the children and the capacity of the individual key person to manage their cohort.
- We only include those aged 17 years or older within our ratios where they are competent and responsible. We may also include students on long-term placements and volunteers (aged 17 or over) and apprentices (aged 16 or over), where we deem them to be suitably qualified and experienced.
- A minimum of two staff/adults are on duty at any one time; one of whom is either our manager or deputy.
- 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.
- All staff are deployed according to the needs of the setting and the children attending.

