

## **Staffing and Employment**

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

In our Nursery:

- We have at least one member of staff to each eight children, and more if there are younger children present.
- Our keyperson system ensures each child and family has one particular staff member who takes a special 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 employment policy, seeking to offer job opportunities equally to both women and men, with and without disabilities, from all religious, social, ethnic and cultural groups.
- Staff training meets all regulatory requirements. In addition we aim to ensure that at least half of our staff hold NVQ qualification's. Currently seven staff have achieved NVQ 3 or equivalent, four NVQ 2 or equivalent, two are commencing CYPW level 3. All staff hold or are working towards qualifications appropriate for their position in the group.
- Regular in-service training is available to all staff, through Bexley Nurserys Services Networks.
- Our Nursery budget includes an allocation towards training costs.
- We support the work of our staff and identify their ongoing training and development needs by means of regular monitoring/appraisals.
- We are committed to recruiting, appointing and employing staff in accordance with all relevant legislation. Please see our safer recruitment policy.
- Staff will never be allowed to work under the influence of alcohol and other substances

**Signed on behalf on the Nursery** \_\_\_\_\_