

Safeguarding and Welfare Requirement: Suitable People

2.1 Employment (Including suitability, contingency plans, training and development)

Policy Statement

We meet the Safeguarding and Welfare Requirements of the Early Years Foundation Stage to ensure that our staff are appropriately qualified and we carry out checks for criminal and other records through the DBS 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.
- All staff have job descriptions which set out their staff roles and responsibilities.
- We welcome applications from all 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 or belief, 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.
- We use Ofsted guidance on obtaining references and enhanced criminal record checks through the DBS for staff and volunteers who will have unsupervised access to children. This is in accordance with requirements under the Safeguarding Vulnerable Groups Act 2006 for the vetting and barring scheme.
- We keep all records relating to employment of staff and volunteers, in particular those demonstrating that checks have been done, including the date and 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. Suitability of staff is checked at Supervision meetings. (See Supervision Policy 2.1a)
- All staff sign an annual declaration of their suitability to work

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 in the person responsible for our Nursery School.

Training and staff development

- Our Nursery School Head is a fully qualified teacher and our Deputy Head is a Nursery Nurse.
- We provide regular in-service training to all staff - whether paid staff or volunteers - through the PLA and external agencies.
- Our Nursery School budget allocates resources to training.
- We provide staff induction training in the first two weeks of employment. This induction includes our Health and Safety Policy and Safeguarding Children and Child Protection Policy. Other policies and procedures will be introduced within an 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 will be stored securely and kept out of the 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 and further action will be taken.

Managing staff absences and contingency plans for emergencies

- In our Nursery School, our staff take their holiday breaks when the Nursery School is closed. Where staff may need to take time off for any reason other than sick leave or training, this is agreed with the Head 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.
- We have contingency plans to cover unplanned staff absences, as follows:

Members of staff usually cover for each other. If there are no regular members of staff available to cover, the Head or Deputy Head will telephone a volunteer from the list maintained in School. In an emergency, a parent would be asked to help.

Other useful PLA publications

Employment Handbook (2012)

Recruiting Early Years' Staff (Sept 2016)

New Early Years' Employee Handbook (2016)