

2.1 Employment

(Including suitability, contingency plans, training and development)

Policy statement

At Filton Park Pre-School Playgroup 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 Barring 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
- 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. 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 Disclosure and Barring Service for staff and volunteers who will have 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 must 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 in the person responsible for our setting.

Training and staff development

- Our setting leaders hold at least the CACHE Level 3 Diploma for the Children and Young People's Workforce or an equivalent qualification and a minimum of half of our staff hold the CACHE Level 2 Certificate for the Children and Young People's Workforce or an equivalent or higher qualification

- We provide regular in-service training to all staff, whether paid staff or volunteers.
- Our setting budget allocates resources to training
- We provide staff induction training, starting in the first week of employment. This induction includes our policies for Health and Safety, Safeguarding Children and Child Protection. Other policies and procedures will be given in the Staff Handbook
- 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
- Staff medication on the premises will be stored securely and kept out of reach of the 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 with the children and further action will be taken.

Managing staff absences and contingency plans for emergencies

- We are a term time only setting and 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 Leaders and the Management Committee with sufficient notice
- Sick leave is monitored and action is taken where necessary, in accordance with the contract of employment, as detailed in the Staff Handbook
- We have contingency plans to cover staff absences to maintain staff ratios.

Other useful Pre-school Learning Alliance publications

- Employee Handbook (2012)
- Recruiting and Managing Employees (2011)

This policy was adopted at a meeting of	Filton Park Preschool Playgroup	<i>(name of provider)</i>
Held on		<i>(date)</i>
Date to be reviewed	Sep/Oct 2020	<i>(date)</i>
Signed on behalf of the provider		

Name of signatory

Adrian Reed

Role of signatory (e.g. chair, director or owner)

Chair
