

Safeguarding and Welfare Requirement: Suitable People

Providers must ensure that people looking after children are suitable to fulfil the requirements of their roles.



2.1 Employment

Policy statement

We meet the Safeguarding and Welfare Requirements of the Early Years Foundation Stage, ensuring that our staff and volunteers are appropriately qualified, and we carry out checks for criminal and other records through the Disclosure and Barring Service (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 our staff have job descriptions, which set out their 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 us imposing conditions or requirements that are not justifiable.

We follow the requirements of the Early Years Foundation Stage and Ofsted guidance on checking the suitability of all staff and volunteers who will have unsupervised access to children. This includes obtaining references and ensuring they have a satisfactory enhanced criminal records check with barred list(s) check through the DBS. This is in accordance with requirements under the Safeguarding Vulnerable Groups Act (2006) and the Protection of Freedoms Act (2012) for the vetting and barring scheme.

Where an individual is subscribed to the DBS Update Service we carry out a status check of their DBS certificate, after checking their identity and viewing their original enhanced DBS certificate to ensure that it does not reveal any information that would affect their suitability for the post.

We keep all records relating to the employment of our staff and volunteers; in particular those demonstrating that suitability checks have been done, including the date of issue, name, type of DBS check and unique reference number from the DBS certificate, along with details of our suitability decision.

We require that all our staff and volunteers keep their DBS check up-to-date. As good practise all DBS checks are renewed every 3 years, and all new checks will subscribe to the DBS Update Service throughout the duration of their employment with us.

Our 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.

We obtain consent from our staff and volunteers to carry out on-going status checks of the Update Service to establish that their DBS certificate is up-to-date for the duration of their employment with us.

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.

Our Commitment

All employees will be treated fairly and equally. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

This policy will be distributed to all employees.

Every employee is entitled to a working environment which promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated.

The commitment to equal opportunities in the pre-school is good management practise and makes sound business sense.

Breaches of the Pre-school's equal opportunities policy will be regarded as misconduct and could lead to disciplinary proceedings.

Changes to staff

We inform Ofsted of any changes in the person responsible for our setting.

Training and staff development

Our manager and deputy hold the CACHE Level 3 Diploma for the Children and Young People's Workforce or an equivalent qualification and at least half of our other staff members hold the CACHE Level 2 Certificate for the Children and Young People's Workforce or an equivalent or higher.

Our setting budget allocates resources to training.

We provide regular in-service training to all staff - whether paid staff or volunteers.

Induction occurs in line with our induction of staff and volunteers policy

By providing training we have a team of service providers who are competent, efficient, focused on delivering an excellent service whilst being highly motivated to continue their own personal development and contribute to the profession as a whole.

Professional development is a shared responsibility between staff and their managers

Individuals are expected to contribute to the process through active participation and accessing training offered through professional organizations

Staff development will be achieved through in-house training and external training

Training will be monitored and reviewed formally by annual Staff Development Review

Training needs analysis will be undertaken to determine additional gaps in training.

Our budget allocates resources to training.

We provide staff induction training in the first week of their employment. This induction includes our Health and Safety Policy and Safeguarding Children and Child Protection Policy. Other policies and procedures are 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. Our 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 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 our 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 directly with the children and further action will be taken.

Managing staff absences and contingency plans for emergencies

Our staff take their holiday breaks when the setting is closed. Where a staff member may need to take time off for any reason other than sick leave or training, this is agreed with our manager with sufficient notice.

Where our 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 individual's contract of employment.

We have contingency plans to cover staff absences, as follows:

Other staff members will be called and asked to cover; should they be unavailable then the chairperson and committee members will be called until the position is filled.

See separate staff absence procedures.

Other useful Pre-school Learning Alliance publications

Employee Handbook (2012)

Recruiting and Managing Employees (2011)

This policy was adopted by

Noah's Ark Pre School

On

1st May 2019

Date to be reviewed

1st May 2020

Signed on behalf of the provider

Name of signatory

Charlotte Turpin

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

Chairperson
