

CHRIST CHURCH PLAYGROUP

Staffing and Employment Policy

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

In our Playgroup:

We have at least one member of staff to each eight children over 3, and one member of staff to each four children under 3 years.

Our Key Worker 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.

Our Manager and Deputy Manager hold at least a full and relevant level 3 qualification and at least half of all our other staff hold at least a full and relevant Level 2 qualification (as defined by the Department for Education on the Early Years Qualifications List published on GOV.UK).

Staff training meets all regulatory requirements.

Regular in-service training is available to all staff.

Our playgroup's 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.

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.

This policy was reviewed in June 2017

Signed on behalf of the playgroup.....