

General Welfare Requirement: Suitable People

Providers must ensure that adults looking after children, or having unsupervised access to them are suitable to do so.

Employment

2.1 Employment and Staffing

(Including vetting, contingency plans, training and development)

Policy statement

We provide a staffing ratio in line with the current recommended Best Practice Guide for nurseries in the UAE to ensure that children have sufficient individual attention and to guarantee care and education of a high quality. Our staff are appropriately qualified and we obtain Dubai Police Good Conduct certificates for new staff members.

EYFS key themes and commitments

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
1.3 Keeping safe	2.4 Key Person	3.4 The wider context	

Procedures

Ratios

- *To meet this aim, we use the following ratios of adults to children:*
 - *Children under 1.5 years of age: 1 adult to 3 children*
 - *Children aged two to three years of age: 1 adult to 5 children*
 - *Children aged three to four years of age: 1 adult to 8 children*
- *A minimum of 2 staff are on duty at any one time in each class*
- *We hold regular staff meetings to undertake curriculum planning and to discuss children's progress, their achievements and any difficulties that may arise from time to time.*

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 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 marital status, age, culture, religious beliefs, or ethnic origin. Applicants will not be placed at a disadvantage by our imposing conditions or requirements that are not justifiable.

Further guidance

- *Employment in Early Years Settings (2007)*

This policy was adopted at a meeting of Little Wonders Nursery School

Held on: 1st September 2016

Date to be Reviewed: 1st September 2017

Signed on behalf of the Management Committee:

Name of Signatory: Tamara Tucker

Role of Signatory: Nursery Manager