



A world in which Autism is celebrated.

Registered Charity No. 1152188

Employment

37. Employment and Staffing.

(Including vetting, contingency plans, training and development)

Policy statement

We provide a safe staffing ratio to ensure that children and young people have sufficient individual attention and to guarantee care and education of a high quality. Our staff 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

Ratios

- To meet this aim, we use the following ratios of adult to children/young people depending on:
 - The level of need and associated behaviours during afterschool sessions and morning sessions during school holidays.
 - * High 1 adult to 1 child
 - * Medium 1 adult to 3 children
 - * Low 1 adult to 4 children
 - Afternoon sessions during school holidays are additional play sessions and the ratio changes to 1 adult to 6 children as these sessions do not provide key workers. 1 to 1 will be provided should child/young person's needs require a high level of support.
 - Sibling/young cares groups 1 adult to 8 children.
- A minimum of two room staff/adults are on duty at any one time.
- We use a key person approach as described above, to ensure that each child has a named member of staff with whom to form a relationship and who plans with parents/carers for the child's well-being and development in the setting.
- We regularly discuss children's progress with their key workers, 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, gender, culture, religious belief, ethnic origin, disability or sexual orientation. Applicants will not be placed at a disadvantage by our imposing conditions or requirements that are not justifiable.
- We refer to the, Norfolk Safeguarding Children's board 'SAFER' Program to obtain information regarding references and enhanced criminal record checks through the Disclosure and Barring Service (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 2009.
- 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.

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 a relevant Level 3 qualification and a minimum of half of our staff hold a relevant Level 3 or higher qualification.
- We offer training to all staff, whether paid staff or volunteers, through in house training and external agencies.
- Our setting budget allocates resources to training.
- We provide staff induction training in the first week of employment. This induction includes our Health and Safety Policy and Safeguarding Children and Child Protection Policy. Other policies and procedures will be introduced later.
- 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.

Managing staff absences and contingency plans for emergencies

- The manager organises staff annual leave so that ratios are not compromised.

- 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 a list of “bank staff” who are on call for emergency and holiday cover.

This policy was adopted on

20th April 2015

Policy updated

24th April 2024

Date to be reviewed

April 2025

Signed on behalf of the management committee

Name of Signatory: Susan Carr

Role of Signatory: Manager

Reviewed By	Date
Sue Carr	24/04/2024