



**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.
    - \* Exceptional 2 adults to 1 child
    - \* High 1 adult to 1 child
    - \* Medium 1 adult to 3 children
    - \* Low 1 adult to 6 children
  - In special circumstances and following a more in depth risk assessment we are able to offer 3 adults to 1 child
  - Sibling/young carers groups 1 adult to 6 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.
- As part of our safer recruitment procedures, we obtain appropriate references and undertake enhanced Disclosure and Barring Service (DBS) checks for all staff and volunteers who will have unsupervised access to children. These checks are processed through Ucheck and are carried out in accordance with the Safeguarding Vulnerable Groups Act 2006, Keeping Children Safe in Education (where applicable), and current safeguarding legislation and guidance.
- 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 Code of Conduct. Other policies and procedures will be introduced later.
- We support the work of our staff by holding regular meetings, supervision 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

20<sup>th</sup> April 2015

Policy updated

19/06/2026

Date to be reviewed

April 2027

Signed on behalf of the management committee

Name of Signatory: Susan Carr

Role of Signatory: CEO

Reviewed By	Date
Sue Carr	24/04/2024
Sue Carr	18/08/2025
Sue Carr	19/06/2026