

## *Happy, Confident, Independent.*

*Children develop a sense of belonging, respect and autonomy of voice through a varied and well-directed early education.*

### **08 Staff, volunteers and students policy**

Alongside associated procedures in 08.1-08.3 Staff, volunteers and students, this policy was adopted by Ringrose Kindergarten on August 24th 2021.

#### **Aim**

Staff are deployed to meet the care and learning needs of children and ensure their safety and well-being. There are effective systems in place to ensure that adults looking after children are suitable to do so.

#### **Objectives**

- All staff and volunteers who work more than occasionally with the children have enhanced DBS disclosure checks.
- All staff and volunteers working with children have appropriate training, skills, and knowledge.
- All staff, students and volunteers are deployed in accordance with the procedures.
- There is a complaints procedure and staff, and volunteers know how to complain and who they complain to.
- Ofsted are notified of staff changes or changes to the setting's name or address.
- Parents are involved with their children's learning and their views are considered.

#### **Legal references**

Protection of Children Act 1999

Safeguarding Vulnerable Groups Act 2006

Childcare Act 2006

#### **Further guidance**

Recruiting Early Years Staff (Pre-school Learning Alliance 2016)

People Management in the Early Years (Pre-school Learning Alliance

This policy was adopted by

Ringrose Kindergarten Chelsea

On

August 2021

Date to be reviewed

July 2022

Signed on behalf of the provider

Name of signatory

Lucy Hustler

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

Principal