



2.1 Employment

Policy statement

Mulberry Pre-School meets the Safeguarding and Welfare Requirements of the Early Years Foundation Stage, ensuring that our staff and volunteers 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

Vetting and staff selection

- We work towards offering equality of opportunity by using non-discriminatory procedures for staff recruitment and selection.
- All our 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 disability, gender reassignment, pregnancy and maternity, race, religion or belief, sexual orientation, sex, age, marriage or civil partnership. Applicants will not be placed at a disadvantage by our imposing conditions or requirements that are not justifiable.
- We follow the requirements of the Early Years Foundation Stage and Ofsted guidance on checking the suitability of all staff and volunteers who will have unsupervised access to children. This includes obtaining **references** and ensuring they have a satisfactory enhanced criminal records check with barred list(s) check through the **DBS**. This is in accordance with requirements under the Safeguarding Vulnerable Groups Act (2006) and the Protection of Freedoms Act (2012) for the vetting and barring scheme.
- Where an individual is subscribed to the DBS Update Service we carry out a status check of their DBS certificate, after checking their identity and viewing their original enhanced DBS certificate to ensure that it does not reveal any information that would affect their suitability for the post.
- We keep all records relating to the employment of our staff and volunteers; in particular those demonstrating that **suitability checks** have been done, including the date of issue, name, type of DBS check and unique reference number from the DBS certificate, along with details of our suitability decision.
- We require that all our staff and volunteers have up to date DBS's and that when new DBS's are acquired that they subscribe to the DBS Update Service throughout the duration of their employment with us.
- Our staff are expected to disclose any convictions, cautions, court orders, reprimands and warnings which may affect their suitability to work with children – whether received before, or at any time during, their employment with us. (**Staff suitability declaration**)
- We obtain consent from our staff and volunteers to carry out on-going status checks of the Update Service to establish that their DBS certificate is up-to-date for the duration of their employment with us.
- Where we become aware of any relevant information which may lead to the disqualification of an employee, we will take appropriate action to ensure the safety of children. In the event of disqualification, that person's employment with us will be terminated.

Safeguarding and Welfare Requirement: Suitable People

2.1 Employment



Notifying Ofsted of changes

- We inform Ofsted of any changes to our Registered Person (trustees) and/or our manager.

Training and staff development

- Our managers and deputies hold the CACHE Level 3 Diploma for the Children and Young People's Workforce or an equivalent qualification and at least half of our other staff members hold the CACHE Level 2 Certificate for the Children and Young People's Workforce or an equivalent or higher qualification.
- We provide regular in-service training to all our staff - whether paid staff or volunteers - through the Early Years Alliance and external agencies.
- Our budget allocates resources to training.
- We provide our staff with induction training in the first week of their employment. This induction includes our **Health and Safety Policy** and **Safeguarding Children and Child Protection Policy**. Other policies and procedures are introduced within an induction plan. All new staff will be assigned a mentor who will introduce them to the way the pre-school operates.
- 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.

Staff taking medication/other substances

- All members of staff to have a signed health declaration on file and this information to be regularly updated and checked during their supervision meetings.
- If a member of staff is taking medication which may affect their ability to care for children, we ensure that they seek further medical advice. Our staff will only work directly with the children if medical advice confirms that the medication is unlikely to impair their ability to look after children properly.
- Staff medication on the premises will be stored securely and kept out of reach of the children at all times.
- If we have reason to believe that a member of our staff is under the influence of alcohol or any other substance that may affect their ability to care for children, they will not be allowed to work directly with the children and further action will be taken.

Managing staff absences and contingency plans for emergencies

- Our staff take their holiday breaks when the setting is closed. Where a staff member may need to take time off for any reason other than sick leave or training, this is agreed with our manager with sufficient notice so that ratios are not compromised.
- Where our 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 individual's contract of employment.

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- We have contingency plans to cover staff absences, as follows:
 - We will contact a bank staff member immediately to cover a staff absence or we may contact a member of staff that is not on the rota for that day.
 - Our Pre-School Manager may be able to cover if he/she can be released from their normal duties.
 - If all these options are unsuccessful then we will limit the number of children at our setting for that day so that we are in ratio. Parents would be contacted on a priority basis.
 - If more than one member of staff is taken ill and not enough cover can be found, we may have to take steps to closing our setting down for that day/s.

This policy was adopted by:	Mulberry Pre-School
On (date):	1 September 2020
Date to be reviewed:	June 2021
Signed on behalf of the provider:	George
Name of signatory:	Georgina Stevens
Role of signatory:	Chair

Employment document check list

Up to date Personal details record form

Proof of identity and right to work in the UK seen

DBS Number and expiry date

Qualification Type Checked

Up to date Health declaration form

Confidentiality agreement

Two suitable references

Ongoing Suitability of Staff – Staff Declaration

Confidentiality document

Job description

Safeguarding and Health and Safety Policies read

Food hygiene training

Paediatric first aid qualification and expiry date