



Triangle Pre-School

Wesley Methodist Church Hall, Fromond Road, Winchester, Hampshire, SO22 6EG

Telephone 01962 880988

Registered Charity Number: 1033953

Employment Policy

Policy Statement

We meet 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 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 staff 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 the children. This includes obtaining references and ensuring they have a satisfactory enhanced criminal records checks 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 employment of 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.
- 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, and this will be mentioned in termly supervision meeting.
- 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 the children. In the event of disqualification, that person's employment with us will be terminated.

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Notifying Ofsted of Changes

- We inform OFSTED of any changes in our Registered Person(owner/manager)

Training and Staff Development

- Our manager holds a NVQ level 3 and the deputy holds the CACHE Level 3 Diploma for the Children and Young Peoples Workforce or an equivalent qualification and at least half of our other staff 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 for all our staff- whether paid staff or volunteers.
- Our budget allocates resources to training.
- We provide 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.
- We support the work of our staff by holding termly supervision meetings.
 - We are committed to recruiting, appointing and employing staff in accordance with all relevant legislation and best practice.

Staff deployment

Members of staff, including assistants, bank staff and students (where eligible to be counted in ratios) are deployed to meet the care and learning needs of children and to always ensure their safety and well-being.

- Except in the cases of apprentices, only those aged 17 and over may be included in the ratios and only if the setting manager is satisfied they are suitable, (staff under 17 should be supervised at all times).
- At least one Paediatric First Aider must always be on site when children are present, and at least one Paediatric First Aider must be present at children's mealtimes. All Staff are paediatric First Aiders.
- The setting manager deploys staff to give adequate supervision of indoor and outdoor areas, ensuring that children are always within sight or hearing of staff. Whilst eating, children must be within sight and hearing of a member of staff.

Staff taking medication / other substances

- 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 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.

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- If we have reason to believe a member of 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.
- 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 individual's contract of employment.
- We have contingency plans to cover staff absences : use of part time staff to cover sickness and other absences such as training.

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**This policy was adopted at a meeting of Triangle Pre-School held on:
3rd June 2025**

Date to be reviewed: JUNE 2026

Signed on behalf of the Management committee:

Name of Signatory:
ALISON WHITE

Role of Signatory:
MANAGER