

Safer Recruitment 2021/2022

Employment/Safeguarding

(Including Vetting, Contingency Plans, Training and Development)

Policy Statement

We provide a staffing ratio in line with the Welfare requirements of the Early Years Foundation Stage to ensure that the children 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 records through the Disclosure and Barring Service in accordance with statutory requirements.

Procedures

Ratios

To meet this, we use the following ratios of adults to children

- ❑ Children under two years of age; 1 adult to 3 children
- ❑ Children under three years of age 1 adult to 4 children
- ❑ Children aged three to seven years 1 adult to 8 children

We use a key person approach to ensure that each child has a named member of staff with whom they form a relationship and who plans with the parents for the child's wellbeing, learning and development in the nursery. The key person is responsible for maintaining the child's development and making sure that observations are carried out on a weekly basis. The key person is responsible for giving the parents information regarding the child on a daily basis, either face to face or through tapestry.

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 staff roles and responsibilities
- ❓ We welcome applications from all selections 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, or sexual orientation. Applicants will not be placed at a disadvantage by imposing our conditions that are not justifiable.
- ❓ We obtain references and enhanced criminal records checks through the disclosure and barring service for staff who have access to the children
- ❓ We keep all records of DBS checks, including the date, and the number of the check. The original copy is given back to the employee.
- ❓ We follow the guidance of Gill, who has completed the course "Keeping Children Safe in Education: Safer Recruitment, and successfully passed.

Features of our Safer Recruitment Process

- ❓ At Ladybirds Nursery we set aside for planning and structuring the process.
- ❓ We have clear job roles and specifications, setting down the boundaries and expectations of the role, including a statement of responsibility and requirements for Safeguarding.
- ❓ We include a clear statement about Safeguarding in our job advertisement.
- ❓ We use application forms.

Job Descriptions

- We clearly state the main duties of the post
- The extent of contact and responsibility is set out in the advertisement

Person Specification

- The essentials and desirable qualification and experience
- Other requirements needed to perform the role in relation to working with children

Application Forms

We use our application form to obtain information about the potential new employee. It obtains:

- The current names and address
- Any Former names
- National Insurance Number
- Date of Birth
- Academic and vocational qualifications
- A full history in chronological order since leaving school, with explanations for periods of absence of employment
- Details of referees
- A statement of the skills they have and the reason why they wish to be chosen for the position
- Information about any conviction, including spent convictions, warnings or reprimands

- ❑ A statement to say an enhanced DBS disclosure will be carried out

Information Packs

- ❑ Information packs are given to the successful candidate which sets out our work ethics and what is expected of them.
- ❑ New staff receive a job description

Obtaining References

The purpose of seeking references is to obtain objective and factual information to support appointment decisions.

- ❑ We will seek a reference from the last employer wherever possible. This may not always be the case with apprentices who have just left school and not had a previous employer.
- ❑ Wherever possible, we will obtain references before the interview, asking specific questions regarding suitability of working with children, and if the person has ever been the subject of an allegation about their behaviour towards working with children., or any disciplinary action

Interviewing Process

- ❑ (We understand that as a result of the Equality Act 2010 it is no longer appropriate to ask referees for information relating to absence or sickness records until after the preferred candidate has been selected unless the post has an exception)
- ❑ We have a face to face interview with any potential employees and ask the candidates to spend some time in the room before making any decisions. (supervised at all times)
- ❑ We ask a selection of questions including knowledge of EYFS and Safeguarding, we probe further into the candidate character getting

an understanding of their motivations, attitudes and behaviours.

- We seek information about any criminal history and use it appropriately.
- We ensure that there are two people present in the recruitment process, one of which will be Gill, who has passed the Safer Recruitment Course.
- The same process is followed in relation to the employment of the nursery chef. Relevant questions will be asked.
- Notes are taken during this process and recorded on the application form.

Disclosure and Barring Service

We ensure through the application form that we are entitled, and that the applicant understands that an enhanced check will be carried out.

We check the status when the check is complete then keep a record of the information on our single central record point.

Any re-checks will be considered if there are any grounds for concern about a person's suitability to work with children

Staff Records

In relation to each member of staff the records we hold for them include:

- References
- Application Forms
- Evidence of qualifications
- Supervision records
- Any Reprimands, warnings or disciplinaries

- ❑ Identification
- ❑ Staff Suitability records
- ❑ Induction records
- ❑ Assessment (In house)
- ❑ Action plans

Temporary Staff

Should we require short term temporary staff, we obtain written assurance that the staff they are supplying are suitable for post they are covering. This includes assurance that they have a DBS check. These staff complete our staff suitability form on commencement of their post

Changes to Staff

We inform Ofsted of any changes in the person responsible for our nursery.

Training and Staff Development

- ❑ Our nursery manager holds the NNEB certificate and level 4. Zoe hold the NVQ level 3 in Childcare Our deputy Manager Michelle holds a Diploma in Childcare level 4 and 5.
- ❑ We have a good ratio of qualified staff, and also take on students working towards level 2 and 3.
- ❑ We provide the opportunity for all staff to go on regular training depending on their individual needs. We train through Bolton's Early Years programme and multi-agency training organisation. (At present courses and training is still via zoom meetings)
- ❑ We also have the opportunity for in house training and have external agencies that come for specific training needs.
- ❑ We provide staff inductions within the first weeks of employment. This induction includes our Health and Safety policies, and Safeguarding Children, and our Child Protection Policy.

- ❑ We support the work that the staff do by holding regular meetings, supervisions and appraisals
- ❑ The staff fill in a holiday request form for any annual holidays they wish to take, giving the management notice, in order to arrange sufficient cover so that ratios are not compromised.
- ❑ Staff holidays are under review at this time.
- ❑ Staff are given a period of 2 years to take any holidays accrued and not used during 2020.
- ❑ Discussions will take place with individual staff members regarding taking their holidays they are entitled to in 2020.
- ❑ Where staff are unwell and take sick leave, we organise cover to ensure ratios are maintained. This could mean moving some staff where one room is over their ratio to another room.
- ❑ Where staff are either unwell, or having to self-isolate due to coronavirus symptoms, we will deploy staff accordingly. This may affect key workers; this has been addressed in the key worker policy.
- ❑ Self-isolating due to the Omicron Variant is now the law, and staff who are contacted by track and trace must abide by the rules.
- ❑ Any staff member who is told to self-isolate will not be allowed back into nursery until the isolation period is up.
- ❑ We have contingency plans to cover absences where many staff are absent at one time.
- ❑ We have had to make the uncertain decision as to if staff are absent at the same time, then nursery may have to close for a short period of time. Ofsted and Early Years will be notified.
- ❑ The Manager and Deputy are supernumerary, where necessary the manager and deputy will step in to ensure ratios are maintained in the event of staff sickness or holidays.
- ❑ We ensure the nursery chef holds the relevant qualifications and

updates her knowledge regularly.

- ❓ Should the chef need to take leave or self-isolate, the manager and the deputy on duty have the Health and Safety qualification to step in and ensure that nutritious food is still made and served to the children.

Issue Date January 2016

Date to be reviewed January 2017

Date reviewed May 2017

Reviewed and Updated May 2018

Date to be Reviewed May 2019

Date reviewed April 2019

Date to be reviewed April 2020

Date Reviewed June 2020 (including Covid-19 information)

Date to be Reviewed August 2020

Date Reviewed *November 2020* (Italics November update)

Date to be Reviewed January 2021

Date Reviewed September 2021 (Covid information amended)

Date to be Reviewed September 2022

Date Reviewed December 2021

Date Reviewed December 2022

Date Reviewed

This policy will be reviewed sooner than the review date should any new information become available