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## **23. Staff Wellbeing and Employment Policy**

Our Adult to Children ratio is in line with statutory guidance of 1:8 for children aged 3-4, and 1:5 for children aged 2-3. Staff qualifications are checked regularly against statutory guidance and ratios adjusted accordingly.

This is essential in providing good quality care for children.

- Our key person system ensure that children and their families has one particular member of staff who takes a special interest in them.
- Regular staff meetings provide opportunities for staff to undertake curriculum planning and to discuss the children's progress and difficulties.
- We work towards an equal opportunities employment policy, seeking to offer job opportunities equally to both women and men, with and without disabilities, from all religious, social and cultural groups.
- We support our staff fully and encourage discussions regarding their wellbeing taking into consideration their workload and concerns.
- At least half our staff hold a level 3 or equivalent in Children's education.
- Regular in-service training is available to all staff, both paid and volunteer members.
- We support our staff through regular supervision meetings/monitoring/appraisals.
- We are committed to recruiting, appointing and employing staff in ardency with all relevant legislation.