



General Welfare Requirement: Suitable People

Providers must ensure that adults looking after children, or having unsupervised access to them, are suitable to do so.

Employment

Employment and staffing

Policy statement

Cherry Blossom Nursery and Preschool ensures that the staff ratio corresponds with the Welfare requirements of the Early Years Foundation Stage; this enables children to have a high standard of care and attention. Our staff hold appropriate qualifications and they are all DBS checked.

Procedures

Ratios

- ☐ Children under two years of age: 1 adult : 3 children
- ☐ Children aged two years of age : 1 adult : 5 children
- ☐ Children aged three to five years of age : 1 adult : 8 children

A minimum of two staff/adults are on duty at any one time.

At Cherry Blossom Nursery and Preschool we use a key person approach this enables our children to form a relationship and attachment so that their needs can be truly met. This also enables a good parent partnership where regular meetings and discussions about the child's progress can be enjoyed.

We hold regular staff meetings to discuss policies, procedures, children's progress and any other business.

Changes to Staff

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

Training and staff development

Our staff hold a selection of child care qualifications including - N.N.E.B, BTEC, NVQ 2 & 3, Certificate in Early Years Practice.

We provide in-service training to all staff and they are offered opportunities to extend their careers further by increasing their knowledge in courses e.g. SEN, behaviour etc.

We provide staff induction in the first week of employment, this includes a gentle introduction to what is expected of them, the routine and an introduction to our policies and procedures, Health and Safety plus Safeguarding Children and Protection Policy.

We support our staff by holding appraisals and regular staff meetings.
(Please read alongside our Safer recruitment policy)

Managing staff absences and contingency plans for emergencies

Our staff take holiday when we are closed for two weeks in August. Other holiday is taken throughout the year by prior arrangement with the management so that ratios are not affected.

Where staff are unwell and take sick leave in accordance with their contract of employment, we organise cover so that ratios are maintained.

We use bank staff that have been DBS checked etc - they may be qualified or have useful experience.

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