



Rachel McMillan Nursery School and Children's Centre

Policy on Staff Ratios

It is the policy of this Nursery School and Children's Centre to ensure that there are always sufficient staff to give the children the care and attention that they need.

In particular we ensure that staff numbers do not fall below the recommended staff:child ratios set by the statutory welfare requirements in the EYFS.

We are a school and we are therefore exempt from childcare registration however, we adhere to the welfare requirements, when working with our 2-4 year olds.

Where a mum, dad or carer is responsible for their child e.g. in the Children's Centre, these ratios are not applicable.

Our ratios are:

- For 2 year olds - 1 adult to 4 children - 1 member of staff per class
- For 3 and 4 year olds during the school day - 1 Teacher, 1 Early Years Practitioner and 1 Teaching Assistant to 27* children (we have 3 core staff per class) - i.e. 1 adult to 9 children for the 3 and 4 year olds
- Each class also has a lunchtime Teaching Assistant
- Each class often has an extra Teaching Assistant which helps the shelter Team support children with specific needs (this brings the adult:child ratio down to 1:7)
- In Extended Day (before and after school) - 1 adult to 8 children

We follow the following principles:

- The number of permanent staff is always in excess of statutory requirements.
- The Headteacher and Deputy Head are always supernumerary and can be called on to take over a position in the event of staff absence.
- The Nursery School has a list of approved agencies from whom we can buy supply staff in the event of staff absence. Their staff are all DBS checked and many may already have worked with us.

** The statutory requirements state there can be a ratio of 1:13 where a qualified teacher is present, but in order to facilitate a high quality, free flow (inside and outside) model of teaching, learning and play, plus ensuring a wealth of positive interactions between staff and children, we strive to maintain a ratio of 1:8/1:9.*