

CARTWHEELS CHILDREN'S CENTRES

Staffing and Employment

A high adult: child ratio is essential in providing good quality care.

In our Centres:

- P We have at least one member of staff to each eight children over three, one member of staff to every four children under three, and one to three for under two's.
- P Our keyworker system ensures each child and family has one particular member of staff who takes a special interest in them.
- P Regular staff meetings provide opportunities for staff to undertake curriculum planning and to discuss the children's progress and any difficulties.
- P We work towards an equal opportunities employment policy, seeking to offer job opportunities equally to both men and women, with or without disabilities, from all religious, social, ethnic and cultural groups.
- P Staff training meets all regulatory requirements. In addition we aim to ensure our staff are appropriately qualified with at least 50% qualified and other staff working towards qualifications.
- P Regular in service training is available to staff, both paid and volunteer members, through the Pre-school Learning Alliance.
- P Our Centres' budget includes an allocation towards training costs.
- P We support the work of our staff and identify their ongoing training and development needs by means of regular monitoring/appraisals.
- P We are committed to recruiting, appointing and employing staff in accordance with all relevant legislation.