



## **Staffing and ratio Policy**

The correct adult child ratio is essential in providing good nursery care.

At Wickham Montessori nursery our staff to child ratios is:

- Children from 3 months to 2 years – 1 member of staff to 3 children.
- Children from 2 to 3 years – 1 member of staff to 4 children.
- Children from 3 to 5 years – 1 member of staff to 8 children.

Management are not included in these ratios, they run as extra members of staff in the building.

Our key worker system ensures that each child and their family have one particular member of staff who will build a strong relationship with the family and child.

We work towards an equal opportunities employment policy, seeking to offer job opportunities equally to both men and women, with and without disabilities, all sexual orientations, and from all religious, social, cultural and ethnic groups.

We encourage all staff to undergo Montessori training, or have a minimum of a level 3 child care qualification. We support our staff by means of monitoring checks, 6 weekly supervisions, and annual staff appraisals. We are committed to recruiting, appointing and employing staff in accordance with all relevant legislation. All our staff hold or have applied for a DBS enhanced disclosure.