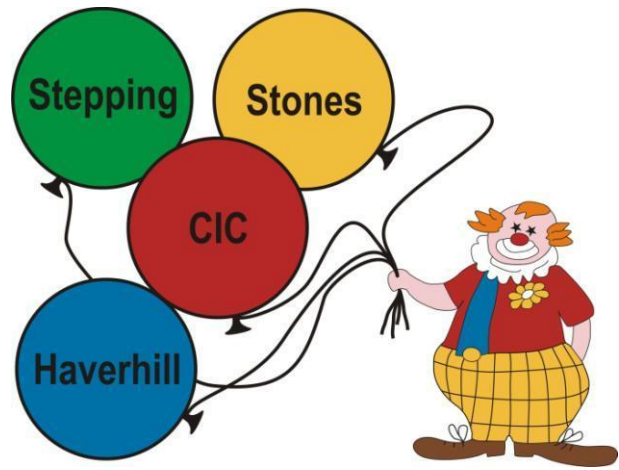


General Welfare Requirement: Suitable People

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



Employment

23. Student placements

Policy statement

This setting recognises that qualifications and training make an important contribution to the quality of the care and education provided by early years settings. As part of our commitment to quality, we offer placements to students undertaking early years qualifications and training. We also offer placements for school pupils on work experience.

We work in partnership with outside agencies and have a commitment to 'back to work', scheme where volunteers are welcomed into our setting to gain experience in training for a childcare qualification. We aim to provide for all students on placement with us experiences that contribute to the successful completion of their studies and that provide examples of quality practice in early years care and education.

EYFS key themes and commitments

| | | | |
|------------------|-------------------------|-----------------------|--------------------------|
| A Unique Child | Positive Relationships | Enabling Environments | Learning and Development |
| 1.3 Keeping safe | 2.2 Parents as partners | 3.4 The wider context | |

Procedures

- We require students on qualification courses to meet the 'suitable person' requirements of Ofsted and have CRB checks carried out.
- We require schools placing students under the age of 17 years with the setting to vouch for their good character.
- We supervise students under the age of 17 years at all times and do not allow them to have unsupervised access to children.
- Students undertaking qualification courses who are placed in our setting on a short term basis are not counted in our staffing ratios.
- Trainee staff employed by the setting are included in the ratios if they are deemed competent.
- We have employers' liability insurance and public liability insurance, which covers both trainees and voluntary helpers.
- We require students to keep to our confidentiality policy.
- We require students to sign a confidentiality statement
- We co-operate with students' tutors in order to help students to fulfill the requirements of their course of study.
- We provide students, at the first session of their placement, with a short induction on how our setting is managed, how our sessions are organised and our policies and procedures.
- We communicate a positive message to students about the value of qualifications and training.
- We make the needs of the children paramount by not admitting students in numbers that hinder the essential work of the setting.
- We ensure that trainees and students placed with us are engaged in bona fide early years training, which provides the necessary background understanding of children's development and activities. (unless on work experience from school)

- Health & Safety at Work Regulations 1999

Please note that all staff should read and be aware of the MASH & LADO posters within the setting.

| | |
|------------------------------------------|-------------------------------------------|
| This policy was adopted by | Stepping Stones Childcare & Education CIC |
| On | 28.02.2017 |
| Date reviewed | October 2020 |
| Date to be reviewed | October 2021 |
| Signed on behalf of the management | |
| Name of signatory | ELAINE MCMANUS |
| Role of signatory (e.g. manager/ deputy) | MANAGER |
| Name of signatory | ANNE JESSOP |
| Role of signatory (e.g. manager/ deputy) | DEPUTY |

Review:

This policy is reviewed every year or whenever deemed necessary by the manager in the light of events and changes in the law.

This policy was sent to staff to read on 17/10/2020 and needs to be acknowledged by staff on the log of policies document.