



EYFS Suitable People



At Doxey we ensure that adults that are looking after the children or having unsupervised access to them are suitable to do so. We obtain an enhanced DBS check of all adults who work directly with children or who are likely to have unsupervised access to them.

When working directly with children, staff must not be under the influence of alcohol or other substances that may affect their ability to care for the children.

At Doxey all staff have a clear understanding of their roles and responsibilities. There are regular staff appraisals carried out to identify any training needs needed. New staff have induction training where they are made aware of health and safety issues, child protection and evacuation procedures.

Children are supervised at all times and there is a minimum staffing ratio of 2:30 in Reception, 1:4 in Sparkles and 1:13 in Nursery. During the teachers/manager PPA time there is adequate staffing that supervise the children.

If there is a staff absence a suitable arrangement is made such as a supply teacher or drawing on a pool of suitable staff.

Volunteers that work in the classroom are not counted towards the staffing ratio and they are given full information and guidance on their roles and responsibilities.

Event of an allegation towards a practitioner

In the event of an allegation towards a member of staff, LADO will be informed.

The LADO works within Children's Services and should be alerted to all cases in which it is alleged that a person who works with children has:

- Behaved in a way that has harmed, or may have harmed, a child
- Possibly committed a criminal offence against children, or related to a child
- Behaved towards a child or children, in a way that indicates s/he is unsuitable to work with children

The LADO is involved from the initial phase of the allegation through to the conclusion of the case. They will provide advice, guidance and help to determine whether the allegation sits within the scope of the procedures. The LADO helps co-ordinate information-sharing with the right people and will also monitor and track any investigation, with the aim to resolve it as quickly as possible.