Staff to Child Ratio Policy

Policy Statement

Bradpole Preschool is committed to providing a safe, supportive and nurturing environment where all children can thrive. We recognise that having appropriate staffing levels, suitably qualified practitioners and effective staff deployment is essential to ensuring children's safety, wellbeing, learning and development. We follow the Safeguarding and Welfare Requirements of the Early Years Foundation Stage (EYFS), ensuring that statutory staffing ratios and qualification requirements are met at all times.

All staff are appropriately recruited, vetted and supported in their roles. Enhanced Disclosure and Barring Service (DBS) checks are carried out in accordance with statutory requirements to ensure the suitability of those working with children. We regularly review our staffing arrangements to ensure that we have sufficient staff with the appropriate skills, qualifications and experience to meet the needs of all children attending the preschool.

Statement of Intent

Bradpole Preschool is committed to providing staffing levels that, wherever possible, exceed the minimum statutory EYFS requirements. We believe that having additional staff enables us to give children more individual attention, respond to their individual needs and provide a higher level of care, support and supervision, helping every child to feel secure, valued and supported.

Statutory Minimum Staffing Ratios:

Children Aged Two Years
Ratio: 1 adult to 5 children

Children Aged Three Years and Over
Ratio: 1 adult to 8 children

Staff Qualifications and Suitability

At Bradpole Preschool:

- The majority of our practitioners hold a Level 3 qualification or above. Those who do not yet hold a Level 3 qualification have a Level 2 qualification and are working towards achieving Level 3.
- We currently have three apprentices: one working towards a Level 2 qualification and two working towards Level 3 qualifications.
- All staff are subject to enhanced Disclosure and Barring Service (DBS) checks to ensure their suitability to work with children.
- All staff, including apprentices, hold a current paediatric first aid certificate and a valid food hygiene certificate.

We ensure that staff qualifications, training and development are regularly reviewed and updated.

Key Person System

Each child is allocated a key person to help them become familiar with the setting and to support them in forming secure relationships from the outset. The key person works closely with the child and their family, sharing information about learning, development and wellbeing. They meet regularly with parents and carers to discuss children's progress and achievements and to offer support in promoting learning and development at home. **(For more information see Role of Key Person and Settling In Policy)**

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Staff Deployment

Staff are effectively deployed throughout the preschool to ensure children's needs are met at all times and that learning opportunities are maximised.

We organise staffing arrangements to meet the individual needs of all children, promote their safety and wellbeing, support their learning and development, and enable effective supervision during both indoor and outdoor play. We also ensure continuity of care and encourage strong relationships between children and their key persons.

Staff Meetings and Professional Discussion

We hold regular staff meetings to share observations and assessments of children's learning and development, undertake curriculum planning and evaluation, and discuss children's progress, achievements and any emerging concerns.

We also use these meetings to review the effectiveness of teaching and learning experiences, reflect on the preschool environment and consider whether it continues to meet the needs and interests of our current cohort of children. Staff are encouraged to share good practice and identify any professional development needs. Through ongoing reflection and discussion, we strive to provide a high-quality learning environment that supports all children to thrive.

Legislation and Guidance

This policy is based on the following legislation and guidance:

- Early Years Foundation Stage (EYFS) Statutory Framework for Group and School-Based Providers (DfE, September 2026)
- Working Together to Safeguard Children (latest edition).
- Keeping Children Safe in Education (where applicable).
- Disclosure and Barring Service (DBS) guidance.
- Equality Act 2010.
- Health and Safety at Work etc. Act 1974.

Bradpole Preschool will review this policy regularly to ensure continued compliance with current legislation, statutory guidance and best practice.

This policy was adopted by the Bradpole Preschool Committee

During the Summer Term 2026

Date to be reviewed Autumn Term 2027