

Supervision of Staff Policy

England: EYFS
3.9, 3.10 3.12, 3.13, 3.18

1.1 The nursery management team is responsible for ensuring all staff, including students, are suitable to work with children. Checks are carried out via enhanced Disclosure and Barring Service (DBS) checks. Where possible staff will have the checks completed prior to starting employment. However, if there are delays in checks coming through, as a last resort staff may work in the nursery before these checks are completed as long as they are supervised by registered staff at all times and the check has been applied for.

All nursery staff will be informed of staff awaiting enhanced DBS clearance.

1.2 Staff awaiting these checks will never:

- Be left unsupervised whilst caring for children
- Take children for toilet visits unless supervised by registered staff
- Change nappies
- Be left alone in a room or outside with children
- Administer medication
- Administer first aid
- Contribute to but not be involved in looking at a child's learning and development log
- Have access to children's personal details and records.

Whilst ensuring all the above are adhered to, we still recognise that it is vital that the staff member awaiting an enhanced disclosure is made to feel part of the team and participate fully in every other aspect of the nursery day.

1.3 We recognise that the enhanced DBS disclosure is only part of a suitability decision and nursery management will ensure every individual working with a child goes through a vigorous recruitment and induction procedure (as laid out in the safe recruitment policy). We will also ensure they receive continuous support, training and supervision from management in order to provide a safe, secure and healthy environment for all children in the nursery.

1.4 All students will also receive an interview to ensure they are suitable for the nursery and an induction process to ensure they fully understand and are able to implement the nursery procedures, working practices and values. All students will be fully supervised to ensure they receive the appropriate support, training and information they may require.