



Suitable People Policy

Reviewed date: January 2024

Bidborough Village Nursery School is dedicated to ensuring that all individuals working within our nursery contribute to providing high-quality care and education. Recognising the critical role of a professional, well-qualified, and highly motivated staff team, we commit to recruiting individuals from diverse backgrounds with varied skills and experiences.

Introduction

In compliance with the Early Years Foundation Stage (EYFS) and Ofsted guidelines, we rigorously check the suitability of all staff and volunteers who will have unsupervised access to children. This encompasses obtaining references and conducting enhanced criminal records checks with barred list(s) checks through the Disclosure and Barring Service (DBS), as mandated under the Safeguarding Vulnerable Groups Act 2006 and the Protection of Freedoms Act 2012.

Our commitment to equality of opportunity ensures our employment practices are non-discriminatory, prioritising the safety and welfare of the children in our care.

Aims

- To safeguard the welfare of children in our care in alignment with EYFS safeguarding and welfare requirements.
- To ensure all individuals working with children are suitably qualified and exhibit the appropriate behaviour and attitudes.
- To implement a consistent and equitable recruitment process for new team members.

Staff

- Job descriptions outline roles and responsibilities.
- A comprehensive induction process, including enhanced DBS checks and verification of qualifications.
- Ongoing training and professional development to maintain high standards of care.
- An appraisal scheme for discussing individual training needs.
- A duty for staff to report any circumstances that may affect their suitability to work with children.

Students and Volunteers

- Supervised and mentored by qualified staff.

- Not allowed unsupervised access to children.
- Subject to the same vetting processes as full-time staff.

Visitors and Non-staff

- No unsupervised contact with children.
- Must be accompanied at all times within the nursery premises.

Recruitment

- An open and fair recruitment procedure, with advertisements stating our commitment to safe recruitment and equality.
- Comprehensive checks, including two independent references and an enhanced DBS check before employment begins.
- Verbal and written offers of employment contingent upon satisfactory references, DBS checks, and verification of qualifications.

Updates and Regulation Amendments

This policy has been updated to reflect the latest regulatory requirements and our nursery's commitment to ensuring the safety and well-being of the children in our care. We continuously review and adapt our policies to align with current best practices and legislative changes.