

## Staffing Ratio – Adult:Child

At Raised In we adhere to the regulatory requirements for staff-to-child ratios. We ensure that all children are adequately supervised and deploy staff appropriately to ensure children's needs are met.

Only team members aged 17 or over may be included in ratios; team members under the age of 17 must be supervised at all times. Students on long-term placements and volunteers (aged 17 or over) may be included if Raised In is satisfied that they are competent and responsible.

### For children under the age of 2 years – Adult:Child Ratio = 1:3

- There must be at least one team member for every three children.
- At least one member of the team must hold a full and relevant Level 3 qualification and must have suitable experience working with children under two.
- At least half of all other team members must hold a full and relevant Level 2 qualification.
- At least half of all of the team must have received training that specifically addresses the care of babies.
- Where there is an under-twos' room, the member of the team in charge of that room must, in the judgement of Raised In, have suitable experience of working with under-twos.

### For children aged 2 years – Adult:Child = 1:4

- There must be at least one member of the team for every four children.
- At least one member of the team must hold a fully relevant Level 3 qualification.
- At least half of all other team members must hold a full and relevant Level 2 qualification.

The ratio in EYFS statutory framework states that the legal ratio for two-year-olds is 1:5 as a general rule. Raised in will continue to operate in a 1:4 ratio wherever possible. The Nursery Manager can use the 1:5 ratio where they deem it appropriate.

## For children aged 3–5 years – Adult:Child = 1:8

If one of the team does **not** have Qualified Teacher Status, Early Years Professional Status, Early Years Teacher Status or another suitable Level 6 qualification and is not working directly with the children, then:

- There must be at least one member of the team for every eight children.
- At least one member of the team must hold a full and relevant Level 3 qualification.
- At least half of all other team members must hold a full and relevant Level 2 qualification.

Where one of the team **has** Qualified Teacher Status, Early Years Professional Status, Early Years Teacher Status or another suitable Level 6 qualification is working directly with the children:

- There must be at least one member of the team for every 13 children.
- At least one other member of the team must hold a full and relevant Level 3 qualification.
- At least half of all other team members must hold a full and relevant Level 2 qualification.

The Nursery Manager must hold a Level 3 or above qualification. Nursery Managers appointed on or after January 2024 must have already achieved a suitable Level 2 qualification in maths, or they must do so within two years of starting the Nursery Manager position. Managers should have at least two years experience of working in an early years setting, or have at least two years of suitable experience.

Nursery Managers are responsible for ensuring that their team members have the right level of maths knowledge to effectively deliver the EYFS curriculum.

To count in ratios at Level 3, team members holding an Early Years Educator qualification must also have achieved a suitable Level 2 qualification in English. An approved qualification is defined by the department of education as meeting the criteria set out in the Early Years Qualification Requirements and Standards document. Approved qualifications will be published on the Early Years list published on GOV.UK. In addition, team members who have completed their Level 2 and/or Level 3 qualification on or after 30 June 2016, must have an up to date PFA certificate to be counted as a qualified member of the team.

Suitable students on long-term placements and volunteers (aged 17 or over) and team members working as apprentices in early education (aged 16 or over) may be included in the ratios at the level below their level of study if Raised In is satisfied that they are competent and responsible. A student or apprentice studying towards an approved Level 3 qualification (including qualifications at levels 4,5, and 6) may count within the Level 2 Ratio. A student or apprentice studying towards an approved Level 6 qualification (one that gives them the status of EYTS or QTS) may count within the Level 3 ratio.

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**Signed:** Nicola Brimble, Head of Nursery

**Date:** 19 December 2023

**Review Date:** December 2024

**This policy links to:** Safeguarding & Child Protection Policy