Staff, Volunteers and Students' policy

Alongside associated procedures in 08.1-08.4 Staff, volunteers and students, this policy was adopted by Millwood House Day Nursery Ltd.

Aim
Staff at Millwood House Day Nursery Ltd are deployed to meet the care and learning needs of children and ensure their safety and well-being. There are effective systems in place to ensure that adults looking after children are suitable to do so.

Objectives
- Recruitment checks meet the requirements of the EYFS as stipulated in procedure 8.1
- All staff and volunteers who work more than occasionally with the children have enhanced DBS disclosure checks. All staff and volunteers working with children have appropriate training, skills, and knowledge.
- All staff, students and volunteers are deployed in accordance with the procedures.
- There is a complaints procedure and staff, and volunteers know how to complain and who they complain to.
- There is a whistleblowing procedure for all staff, students and volunteers to raise any concerns they may have.
- Ofsted are notified of staff changes or changes to the setting's name or address.
- Parents/carers are involved with their children's learning and their views are considered.

Legal references
Protection of Children Act 1999
Safeguarding Vulnerable Groups Act 2006
Childcare Act 2006
Further guidance
Recruiting Early Years Staff (Alliance Publication)
People Management in the Early Years (Alliance Publication)

This policy was reviewed	Signed on behalf of the nursery	Date for review
June 2026		June 2028