



## Cotgrave Church of England Primary School

### School Policy for Foundation 1

#### Subject: Suitability

(including suitability, training and development)



DIOCESE OF SOUTHWELL  
& NOTTINGHAM  
MULTI ACADEMY TRUST

#### Policy statement

We meet the Safeguarding and Welfare Requirements of the Foundation 1 Stage, ensuring that our staff are appropriately qualified, and we carry out checks for criminal and other records through the DBS (Disclosure and Barring Service) in accordance with statutory requirements.

#### Procedures

##### *Vetting and staff selection*

- We work towards offering equality of opportunity by using non-discriminatory procedures for staff recruitment and selection.
- All staff have job descriptions, which set out their roles and responsibilities.
- We welcome applications from all sections of the community. Applicants will be considered on the basis of their suitability for the post, regardless of disability, gender reassignment, pregnancy and maternity, race, religion or belief, sexual orientation, sex, age, marriage or civil partnership. Applicants will not be placed at a disadvantage by our imposing conditions or requirements that are not justifiable.
- We use DfE (KCSiE), Local Authority (NCC) and Ofsted guidance on obtaining references and enhanced checks through the DBS for staff and volunteers who will have unsupervised access to children.
- We keep all records relating to employment of staff and volunteers, in particular those demonstrating that checks have been done, including the date and number of the enhanced DBS check.
- Staff are expected to disclose any convictions, cautions, court orders, reprimands and warnings which may affect their suitability to work with children – whether received before, or at any time during, their employment with us.

##### *Disqualification*

- Where we become aware of any relevant information which may lead to the disqualification of an employee, we will take appropriate action to ensure the safety of children. In the event of disqualification, that person's employment with us will be terminated.

##### *Training and staff development*

- Our setting leader will hold a qualified Teacher status.
- Supporting staff will be Teaching Assistants who will be qualified to NVQ Level 3 with focus on Early Years, i.e. a 'Full and Relevant' qualification and, for those qualifying after 1<sup>st</sup> September 2014 an 'Early Years Educator' qualification at NVQ Level 3 or above.
- We provide regular in-service training to all staff - whether paid staff or volunteers.
- Our setting budget allocates resources to training.

- We provide staff induction training in the first week of employment. This induction includes our Health and Safety Policy and Safeguarding Children and Child Protection Policy. Other policies and procedures will be introduced within an induction plan.
- We support the work of our staff by holding regular supervision meetings and appraisals.
- We are committed to recruiting, appointing and employing staff in accordance with all relevant legislation and best practice.

#### *Staff taking medication/other substances*

- If a member of staff is taking medication which may affect their ability to care for children, we ensure that they seek further medical advice. Staff will only work directly with the children if medical advice confirms that the medication is unlikely to impair their ability to look after children properly.
- Staff medication on the premises will be stored securely and kept out of reach of the children at all times.
- If we have reason to believe that a member of staff is under the influence of alcohol or any other substance that may affect their ability to care for children, they will not be allowed to work directly with the children and further action will be taken.

#### *Managing staff absences and contingency plans for emergencies*

- Staff take their holiday breaks when the setting is closed. Where staff may need to take time off for any reason other than sick leave or training, this is agreed with the Head with sufficient notice.
- Sick leave is monitored and action is taken where necessary, in accordance with the contract of employment.
- We have contingency plans to cover staff absences.

#### *Staffing ratios*

- The Foundation 1 will be part of a mixed class which will include Reception aged children.
- The class will be staffed with one qualified teacher and one NVQ Level 3 qualified Teaching Assistant.
- This will enable a class of 26 children to be operated; typically 15 of Reception age 4 to 5 years and a maximum of 11 Foundation 1 aged 3 to 4 years.
- *Note: While school class sizes can operate with 30 pupils, the introduction of F1 reduces the ratio down to 26. To operate at the 30 level two Teaching Assistants will be required.*

This policy was approved at the Full governing body on 4<sup>th</sup> March 2026.