

General Welfare Requirement: Suitable People

Providers must ensure that adults looking after children, or having unsupervised access to them, are suitable to do so.

Employment

2.3 Student placements

Policy Statement for St Joseph's Pre-school

St Joseph's Pre-school recognises that qualifications and training make an important contribution to the quality of the care and education provided by early years settings. As part of our commitment to quality, we offer placements to students undertaking a course in early years education or health and social care, where having experience of early childhood care and development would be beneficial. We also offer placements for school pupils on work experience.

We aim to provide for students on placement with us experiences that contribute to the successful completion of their studies and that provide examples of quality practice in early years care and education.

Procedures

- We require students on qualification courses to meet the 'suitable person' requirements of Office for Standards in Education, Children's Services and Skills (Ofsted) and have Disclosures and Barring Service checks carried out. We would expect the student's college to organise this.
- We require schools placing students under the age of 17 years with St Joseph's Pre-school to vouch for their good character.
- We supervise students under the age of 17 years at all times and do not allow them to have unsupervised access to children.
- Students undertaking qualification courses who are placed in our pre-school on a short term basis are not counted in our staffing ratios.
- Trainee staff employed by St Joseph's Pre-school may be included in the ratios if they are deemed competent.
- We take out employers' liability insurance and public liability insurance, which covers both trainees and voluntary helpers.
- We require students to keep to our confidentiality policy and data protection policy¹.
- We co-operate with students' tutors in order to help students to fulfil the requirements of their course of study.
- We provide students, at the first session of their placement, with a short induction on how the pre-school is managed, how our sessions are organised and our policies and procedures.
- We communicate a positive message to students about the value of qualifications and training.
- We make the needs of the children paramount by not admitting students in numbers that hinder the essential work of the setting.

¹ No 1.4 Confidentiality and No 5.4 Data Protection – both available via the website www.st-josephs-nympsfield.com

- We ensure that trainees and students placed with us are engaged in bona fide early years or health and social care training, which provides the necessary background understanding of children's development and activities.

Pay²

Someone doing work experience has the right to be paid at least the National Minimum Wage (NMW). Unless they are a student on a placement as part of their course. Also, someone below school leaving age³ does not have the right to be paid the NMW.

Ratios

Suitable students on long term placements and volunteers (aged 17 or over) and staff 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 the Lead Practitioner, in consultation with the Committee, is satisfied that they are competent and responsible and if they hold a valid and current paediatric first aid qualification.

Associated policies and procedures

- 1.4 Confidentiality
- 2.1 Employment and staffing
- 2.2 Induction of Staff and Volunteers
- 2.2 Induction of staff
- 5.4 Data Protection

Version Number	Author	Purpose of Change	Date
1.0	K Coupe	Reviewed and page numbered	Sept 2015
2.0	Committee	Reviewed	Oct 2016
3.0	K Coupe	Reviewed, updated and version controlled	10 July 2019 AGM
4.0	K Coupe & N Powers	Updated to include "Associated policies and procedures" section as per EY Safeguarding Audit s175/157 2023	17 July 2023 Chair (A Hitchings)
5.0	K Coupe	Reviewed and updated in line with ACAS guidance on "young workers and work experience"	11 March 025 Treasurer (L Farrer)
6.0	K Coupe	Updated re possible inclusion in ratios if hold a paediatric first aid certificate	21 July 2025 Chair (A Hitchings)
7.0	K Coupe	• Widening the parameters of student placements to include health and social care studies. • Confirming that a student's college would organised an enhanced DBS check	6 Oct 2025 Committee Member (G Ind)

² As per ACAS guidance

³ in England the school leaving age is 18