

Organisation Policy - Policy 2

Date updated: 17.02.2017

THIS POLICY CONTAINS THE FOLLOWING SECTIONS:

SECTION 1 – ORGANISATION

SECTION 2 – OPERATIONAL PLAN

SECTION 3 – END OF YEAR CLOSURE (DECEMBER)

SECTION 4 – END OF FINANCIAL YEAR (APRIL)

SECTION 5 – MANAGEMENT STRUCTURE

What is the aim of the policy?

This policy ensures the nursery upholds this statement from the Early Years Foundation Stage (EYFS): “Providers must take all necessary steps to keep children safe and well”. The purpose of this policy is to ensure that all organisational tasks are documented, planned for, and implemented as smoothly and efficiently as possible. This policy also details how each nursery must organise their care to meet ALL legislation and recommendations set by the government.

Policy statement

We endorse this statement from the EYFS: “Children learn best when they are healthy, safe and secure, when their individual needs are met, and then they have positive relationships with the adults caring for them”.

What is the staff responsibility for this policy?

The Nursery Managers have responsibility for implementing this policy. The Company Director oversees any issues.

Who does this policy apply to?

This policy applies to all members of the nursery community; staff, students, parents/carers, Early Years professionals, and any other visitors.

Who is responsible for monitoring this policy?

The Nursery Managers are responsible for monitoring this policy. The senior member of staff on duty is responsible for the policy implementation. The Company Director oversees monitoring of this policy.

What is the procedure for policy review?

This policy will be reviewed periodically. Reviews may be required as a result of research, training, statutory changes in child care, the children's needs, parental consultation, police advice or suggestions from courses attended by staff. The Company Director and the Nursery Managers are responsible for policy review.

What do we do if the law changes in any area?

The company refers to the Federation of Small Businesses (FSB) on all cases relating to staff conduct, employment law or rights, staff expectations, and any other similar queries. The nursery will follow all legal requirements at all times. It is the Nursery Manager's responsibility to ensure the correct action is discussed with the Company Director and then implemented accordingly.

SECTION 1 - ORGANISATION

Who is responsible for organisation in the Nursery?

The Nursery Manager who would usually be supernumerary is responsible. The Deputy Manager or Third-in-charge is responsible in the absence of the Nursery Manager.

As detailed in the staffing policy, an assessed and authorised Suitable Person must be on site at all times. If, in an absolute emergency, the Suitable Person needs to leave the nursery site, they must ensure that Suitable Persons are contactable either at another nursery or through other means, and leave these contact details with the senior on duty at the original nursery. All other management staff in the company must be informed of this at the time. The Company Director and Nursery Co-ordinator must be informed of this contingency at all points during the day.

What are our contingency arrangements for staffing?

It is preferable to increase part time staff hours or use our regular supply staff to cover absence. The Nursery Manager is responsible for maintaining a pool of suitable cover staff who have flexibility to work additional hours where possible. Agency staff must only be used if there is no alternative and the Company Director has given agreement. The company has an agreed agency to use in such a situation. No other agencies may be used without prior authorisation. If the company director is not available then the Nursery Co-ordinator must be contacted.

What about staff breaks?

Staff are entitled to breaks as agreed. Nursery Managers are responsible for redeploying staff, employing part time staff and providing cover. If cover is not available, staff breaks will be reassessed and adapted if needed to ensure the safety of the children at all times. Staff breaks are unpaid. The minimum break allowance is below, although it is at the Nursery Manager discretion to give more if an employee needs this:
6 hour shift – 30 minutes (unpaid)
8 hour shift – 60 minutes (unpaid)

How are the children grouped?

Each nursery has developmentally appropriate rooms for the children to be based in. The age-groups of these rooms may vary as the EYFS and children's development requires them to do so. Regardless of any adaptations, legal ratios will always be maintained at all times based on the children in attendance on each day.

What are the nursery requirements for staffing ratios and qualifications?

We require that when the nursery is in operation there must be a Level 3 qualified staff member in each room. 50% of the remaining staff on duty must be qualified to a minimum of level 2 (as defined by the EYFS). There must always be at least one Suitable Person on duty who has a relevant and valid paediatric first aid qualification.

Staff are required to have the following minimum qualifications before being placed in a job role:

- Trainee/Unqualified staff – no qualification required, though staff member should be encouraged to complete training in Early Years wherever possible. Some staff (such as Apprentices) are contractually obliged to complete any training courses in order to continue employment with the company.
- Nursery Nurse – A full and valid Early Years qualification Level 2 or above.
- Room leaders – A full and valid Early Years qualification Level 3 or above.
- Deputy Nursery Manager – A full and valid Early Years qualification Level 3 or above.
- Nursery Managers – A full and valid Early Years qualification Level 3 or above, preferably an Early Years degree or higher. Nursery Managers are encouraged to complete additional Leadership & Management training where possible.

All staff to be at least Level 2 qualified in safeguarding children. The company is committed to have all staff holding full and valid paediatric first aid certificates, and has a training programme which enables refresher training to be held through the year.

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The following staffing ratio is mandatory minimum safety standard, as defined by the EYFS:

Under 2 years - 1 adult to 3 children

Between 2 and 3 years - 1 adult to 4 children

Over 3 years - 1 adult to 8 children

Exceptions to ratio requirements must only be made in limited circumstances such as when children are sleeping and staff may take lunch breaks. These must be staggered to ensure suitable staffing is available should children wake up. The EYFS states "Exceptionally, and where the quality of care and safety and security of children is maintained, changes to the ratios may be made".

The children's groups and key persons groups must be clearly displayed in the Nursery. The Nursery Manager is responsible for organising these groups according to the children's needs, parental wishes and the physical structure of the Nursery. The key person is responsible for coordinating information about the child's individual development, preferences and needs and maintaining daily and long term records. They must share this with other workers and parents to ensure continuity of care. Key persons must be involved in the room planning.

What is the role of the Key Person?

The key person's roles are described in their job descriptions which form part of staff contracts. The key person must ensure that, for each child, there is a balance of free play and adult led activities delivered both in indoor and outdoor. Key persons must plan future activities from sensitive observations of individual children to ensure that each child's needs are met. The person is responsible for ensuring smooth settling of children both in the nursery and when the child progresses to a new room or group. Key persons must ensure they develop a strong bond with the child and parent and offer a genuine close and settled relationship. The key person should meet the needs of each child in their care and respond appropriately to the child's needs, feelings, ideas and behaviour. A constant dialogue with parents is essential to ensure adherence to Parent Partnership policy.

What is the staff responsibility?

All staff have job descriptions which give a detailed picture of their roles within the nursery. Staff training is offered through induction, staff meetings, in-house training sessions, online courses, and outside providers. Staff have a responsibility to take full advantage of these opportunities. There is an appraisal system in place which offers further scope for personal development.

What about staff records?

Staff records are confidential and available only to the named member of staff, the Nursery Manager, the Nursery Company Director and Inspectors. Records are subject to Data Protection laws, the company Data Protection policy, and are kept in locked filing cabinets.

Any staff accessing ANY data without prior authorisation is considered to be in breach of company policy and is liable for disciplinary procedure. This may result in suspension and dismissal from employment. Staff personal data may not be shared with other staff or parents without their prior written permission. This includes, but is not limited to, phone numbers, email addresses, payslips, employment history and staff records.

What about children's daily registration records?

Daily registers are produced by the nursery management programme. The time of arrival and departure is recorded on these. These are archived and kept for three years after a child has left. Senior staff participate in registration. Nursery Managers are responsible for placing registers in accessible places for staff and storing completed registers. The Nursery Manager is responsible for designating staff that collect the registers in an emergency.

Whose responsibility is it to complete domestic activities?

The nursery employs a cook/housekeeper who is responsible for all aspects of the ordering and preparation of food, cooking and clearing up. The Nursery employs out of hours contract cleaners to ensure continuity. They are responsible for cleaning and deep cleaning the premises. The nursery staff also clean toys and

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boxes on a daily basis for babies under one, and a weekly basis for over ones. Toys and boxes are cleaned daily if there is a communicable disease or illness and on an "as needed" basis – e.g. accidents / spillages of bodily fluids, etc...

SECTION 2 - OPERATIONAL PLAN

This plan covers the three nurseries that are owned and operated by one Company and form the Children-First.info Group.

The Company Director has over 30 years' experience of working with young children in education and childcare. She is a working parent of three children, qualified teacher, and an ex-head teacher who was a registered Ofsted Inspector.

Independent Place Nursery was founded in 1991, Queens Pre-School was founded in 1994, and in response to parent demand for places for younger children Queens Baby Nursery was founded in 1999. The buildings are architect design refurbishments of appropriate buildings. Safety and security have been uppermost in the planning of the premises which are refurbished to the highest standards to meet the health, safety, social and learning needs of very young children. The nurseries all benefit from a specialist garden play surface which cushions young children as they play. Equipment, resources, furniture, the buildings and garden play areas are updated regularly to ensure the highest standards are met. The Nurseries have been registered with local Fire officers, Environmental health officers, Food hygiene, Pest control, Ofsted and have full planning consent.

The nurseries are ideally situated for parents working at home, further afield or who need time to pursue interests. For these reasons we offer huge flexibility of care and sessions, the nurseries provide full day care for the following hours:

8.00 a.m. to 6.00 p.m. at Independent Place Nursery

7:30 a.m. – 6:30 p.m. at both of the Queens Nurseries

All nurseries are open 51 weeks per year. All three nurseries close between Christmas and New Year; exact dates of closure varies from year to year. All nurseries are also closed on Bank Holidays.

The nurseries have a creative, happy, homely environment where children flourish. Activities at the nurseries are carefully planned and structured to be appropriate to the different age groups. We have specialist Movement and Music teachers, French teachers, Cooking teachers and Yoga teachers who visit each week. Each child has a Key worker who monitors progress and keeps detailed records. Our daily reports keep parents informed of their younger child's activities on a daily basis.

Full day care is regulated and inspected by Ofsted under the Early Years Foundation Stage Statutory Framework. We have supernumerary staff and more qualified staff than legally required. Cleaning, cooking and housekeeping are undertaken by supernumerary trained and qualified staff.

There is both ongoing outsourced and in-house training for all staff. Junior staff are supported in their development to gain qualifications. There is a professional appraisal system. Senior staff undertake self-development and areas of further Management training. All staff have an EYFS / Ofsted required enhanced DBS check. References are always double checked. There are a package of ongoing development and rewards to motivate and encourage long service.

Our 'Parent Partnership' policy includes open evenings, a keepsake photo board, parent information boards, child profiles, daily handovers, feedback, monthly newsletters, open appointments, individualised settling programmes for new children and a detailed prospectus. The Nursery Company Director is Parent Partnership Co-Coordinator. We have comprehensive policies for all key areas concerning the children that are closely allied to the EYFS requirements.

There are copies of the nurseries full Operation Plans in each nursery. We display copies of policies on the Parent Notice board and invite parents to have copies of policies. Policies and procedures are constantly developed and reviewed in the light of statute, research and training.

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SECTION 3 – END OF YEAR (CHRISTMAS)

During the month of December it is the Nursery Manager's responsibility to ensure that the subsequent list is followed and implemented. It is essential that all tasks are completed before the last day of opening, before the Christmas break. Opening and closing times may vary from year to year; staff and parents will be given at least two months' notice of any changes.

- Archive any full year paperwork to be shredded in the relevant timescale stated in the Data Protection Policy.
- Archive files for any children, staff, students, or specialist teachers who have left the nursery in the last year.
- Prepare the shredding documents for the Company Director which have reached their expiry time according to the Data Protection Policy.
- For last week and part week of opening reduce food orders to ensure MOST food is used and freezer is left almost empty and cleaned out/defrosted.
- Ensure a pasta meal for lunch and an easy tea is left in cans, bottles and freezer to make fresh on first day of opening in case internet shopping does not arrive
- Book and order shopping for first day of opening early in the day so that children will have fresh food from reopening
- If closing at 4:30pm on the final day, all staff must be on the same shift 7:45am – 4:30pm. Times may vary from year to year, advance notice will be given.
- All Christmas decorations must be taken down, and new January displays put up before the close.
- All toys and resources must be cleaned and washed thoroughly. this should be started on the Monday of the last week
- Tea for all children must be given and mince pies for parents between 3:30 and 4pm, ready for the 4:30 close. Times may vary from year to year, advance notice will be given
- Nursery must be left absolutely pristine and ready for children in the New Year.
- All furniture to be pulled out for contract cleaning
- New children in January to have pegs and trays ready, send welcome pack out before, so they can get the financials settled and ensure standing orders are set up.
- Check all plug sockets, ensure everything is switched off properly and not on standby.
- Check all windows are securely locked and nothing will fall and set off alarm.
- All doors must be locked properly even if the cleaner is already present (barring the front door).
- The central heating must be switched on a low setting, not off.
- During the last week have a clear out of coats and shoes from the staff room; inform staff anything left over Christmas will be cleared out.
- Ask parents to take everything home from pegs
- Ensure all nursery washing is fully completed. Washing must not be left in driers or hung out to dry.
- Inform all refuse collections of nursery closure dates.
- Ensure cleaning company are aware of deep clean duties to take place whilst nursery is closed.
- January newsletter must be completed and emailed to Company Director and Nursery Co-ordinator at least two days before closure. Newsletters must be put in children's trays/boxes on the closure on the last day before Christmas break, or emailed to parents on the first day back in January.

SECTION 4 – END OF YEAR (FINANCIAL)

The nursery financial year runs from 31st May –1st June.

Nursery Managers must set aside time in the run up to the end of May to ensure all of the tasks below are completed in full. The usual monthly actions will be required to be completed as usual, although some may need to be brought forward slightly to ensure full completion.

The End of Year tasks are below in date order. Tasks must be completed on the specific date or last working day before. Where an open window of several dates is given they must be completed within the dates given. Managers absent for the specified dates due to annual leave must ensure that the tasks are completed before commencing leave.

Year End paperwork

There are a number of tasks that need to be compiled on 31st May. All these documents and papers below need to be included in the Year End pack to be prepared for the Company Director. Print the chart below and use it to ensure all tasks are complete then place it in the Year End papers as a record

- Petty cash - please ensure that the sheets are completed correctly for the previous 12 months. Complete the annual log sheet for every month. Once complete please ask Deputy Manager to check and countersign.
- Credit card log – record of spends and receipts of credit cards divided by months.
- Year End fees sheet – logging any outstanding fees from previous 12 months.
- Invoices, government funding, remittance advice, receipts – all documents divided by months
- Debt write offs – gain head office consent, print account details and email of consent to write off.

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Year End paperwork sign off

Week in May	Tasks to be completed	Nursery Manager sign as complete
First week	<p>Complete all stock orders from suppliers. Pay by credit card at time of order – ensure enough stock to last until second week of June. (Food can be ordered weekly)</p> <p>Check there are no outstanding invoices from any suppliers for the previous 12 months.</p> <p>Send details of any overdue accounts to Sarah and discuss possible write offs.</p> <p>Check if new banking books are on site, inform Company Director if more are needed.</p>	
Second week	<p>All fees for May must be settled in full.</p> <p>Confirm with Company Director any fees which are due to be written off for last financial year. Write off with code provided by Sarah. Print and file each final statement in annual folder.</p>	
Third week	<p>Email payroll and suppliers payments to accountants as per normal schedule. Ensure any parental refunds are included.</p>	
Final week	<p>Bank all of May fees from fees tin.</p> <p>Complete cash book reconciliation.</p> <p>Place old bank books ready with Year End papers</p> <p>Update annual petty cash total log ready for collection, checked by Deputy Manager.</p> <p>Print May fees sheet and put into the Year End Papers</p> <p>Collect all credit card receipts in a folder ready for collection.</p>	
1 st June	<p>Calculate June fees.</p> <p>Head Office send through from all June credits from 24th May to 1st June.</p> <p>Update accounts with June credits.</p> <p>Use new banking books.</p>	

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Company Management Structure

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