

Staffing Policy



The Parent & Child Nanny Agency

Staffing Policy

Policy statement

We work above Ofsted's minimum staffing ratios due to the nature of a mobile creche being a pop-up, one-time event. As a result of such event, our creche staff will be managing unprecedented situations, faced with higher levels of vigilance and security and children that are not familiar with the creche nannies and creche nannies that are unfamiliar to the needs of each child due to this being a one-time event.

Our child to staff ratio is:

Ages	Number of crèche nannies required
3 months old – 5 years old =	1 creche nanny per 3 children
5 years – 12 years =	1 creche nanny per 4 children
Newborn and special needs =	1 creche nanny per 1 child

Variations to policy

We work outside of our ratio when nannies are not required to have sole charge and where parents/guardians/event organisers maintain full responsibility and hire 'helpers' and 'toy packages'.

Staff employment status

All staff we work have declared themselves as self-employed and are responsible for their own tax, national insurance and insurance unless otherwise stated.