



Last Review:	Nov 2025	S Fisher
--------------	----------	----------

## Staffing and Employment Policy

### Policy statement

The staff at Discoveries Montessori Nursery School has been carefully selected for their dedicated, caring and compassionate attitude towards all children as well as their patient, fun and cheerful characters.

- Two members of staff are Montessori qualified and five members hold a first aid certificate relevant to children.
- All members of staff and any vocational teachers are CRB checked by a regulated body recommended by OFSTED.
- A ratio of at least 1 teacher to 5 children is operational.
- Regular staff meetings provide opportunities for staff to undertake curriculum planning and to discuss the children's progress and any difficulties.
- Discoveries strongly believe in having happy members of staff and takes seriously any views or opinions they have on the running of the nursery.
- Discoveries welcomes any further training and receives support from the Early Years Advisory Teachers and the Childcare Development Officer for Cranbrook and Tunbridge Wells.
- Discoveries works towards an equal opportunities employment policy and seeks to offer job opportunities equally to both women and men, with and without disabilities and from all religious, social, ethnic and cultural backgrounds.
- Discoveries is committed to recruiting, appointing and employing staff in accordance with all relevant legislation.
- Discoveries supports the work of the staff by means of regular appraisals and meetings.