

# Staff Ratios

FACE as a business runs a variety of different sessions each requiring different numbers of staff; as per the framework, staff:child ratio must never exceed 1:30. Please see the below table outlining the various staff:child ratios that we use as a best case scenario to run effectively.

ACTIVITY	RATIO
Childcare settings (Over 5's)	1:10
Childcare settings (EYFS, 5 and under)	1:10
After School Sports Club (Games)	1:24
Archery	1:12
Trips	1:8
Holiday Sports Club	1:20

Due to the way in which FACE sessions run (with the exception of trips and Archery) children are on occasions allowed to move freely around different sessions, meaning at times the staff:child ratios may exceed the above figures, however the staff:child ratios will always be true on site, across the setting. Lead staff members are constantly doing dynamic risk assessments throughout sessions and the day, with staff location being flexible to ensure the safety and supervision of the children at all times.

## Staff Supervision

All staff are trained in how to best supervise groups of children, depending on the activity - for example, not standing with your back to the group, ensuring you have a good line of sight of the area etc. Staff will position themselves strategically to best supervise the group. Children will ALWAYS be supervised when they are eating, within sight of an adult - whether this be lunchtime or a snack break.

## Staff Qualifications

There will always be at least one member of staff onsite that holds a 12-hour pediatric first aid certificate and where possible, we aim to have at least one staff member on each session that holds an accredited first aid certificate in some capacity (6-hour pediatric, emergency at work, FA etc).

At our Multi Activity holiday clubs and childcare after school clubs/breakfast clubs, we aim to have a staff member onsite that holds a minimum of a Level 3 in Playwork/working towards and/or equivalent. Where this is not possible, a Level 3 qualified person will be involved in the planning of activities. At Sport after school and holiday clubs, there will be at least one staff member onsite that holds a minimum of a Level 2 coaching badge in at least one sport.