

Staff & Student Policy

It is the aim of the Ark to provide the highest standard of care and we therefore employ staff with a range of qualifications and experience, and from a range of backgrounds. The Ark is fortunate in having experienced and qualified staff, many of whom have been with us for several years. The staff are the most important resource of any nursery. They do a very demanding job and continually try to improve the standard of the service. In charge of every group is a Room Leader, all of whom are qualified to NVQ3 level. They are supported by other staff most of whom are trained to NVQ3, a minority to NVQ2.

We believe that continuity of care is very important for children in day-care and will do everything we can to minimise changes for your child. We will always try to keep children with the same peer group, and as much as possible with the same staff. This gives the children a very stable and secure experience, and enables them to form strong relationships with peers and staff. All new staff will have checks from the Disclosure and Barring Service, and will be closely supervised for a period of time before they are allowed to work unsupervised. Following this period, the member of staff may work without close supervision. No staff will use or carry mobile phones while working in The Ark; however, The Ark's mobile phone will be taken on all outings for safety reasons. If staff need to make or receive telephone calls during working hours they will use the office telephone.

Students on Placement

We seek to support the education and training of people who are studying or may wish to study childcare and education. We therefore offer placements to students on various childcare and education courses.

Students also provide a valuable additional resource for The Ark. Because they are training, they will always work under the supervision of The Ark staff. Some students are on degree or postgraduate course, and will have assignments to undertake at The Ark. For this, students must have permission from the Manager, who will ensure that there are no negative effects for the children, and ensure that students seek parental permission when appropriate.