



## Young Workers

May 2024

At Elsworth Pre-School we support young workers and apprentices as we foster and shape the workforce of the future. At times there may be students on placement within the pre-school. The EYFS (2017) sets out the requirements for young people working in a setting and we always adhere to these requirements.

Any student aged 17 or over who is attending our setting on a long-term placement e.g. for 2 year(s) or more will be monitored and assessed to determine their competence levels. If we believe that they are demonstrating the high levels of competence and responsibility that we expect from our staff, then we may consider including them in our staff ratios.

Apprentices aged 16 and over who are attending our setting on a long-term placement and undertaking early education training, will be monitored and assessed to determine their competence levels. If we believe that they are demonstrating the high levels of competence and responsibility that we expect from our staff, then we may consider including them in our staff ratios.

Any young person in the setting under the age of 18 is considered a child by law, therefore we will be vigilant towards their safety and well-being. We will provide each young person with a mentor/buddy within the setting that can support their well-being. Any safeguarding concerns will be dealt with according to our safeguarding policies procedures.

Within our pre-school we expect our young staff to:

- Read, understand, and adhere to all policies.
- Take part in our ongoing staff suitability procedures. Declare any reasons why their suitability to work with children may change during their placement.
- Share any safeguarding concerns they may have with their buddy/mentor or the designated safeguarding person(s).
- Maintain a high standard of work, behaviour, appearance and attendance whilst with the pre-school.
- Undertake a full induction conducted by the pre-school.
- Access training deemed as required by the management.
- If studying whilst with the setting, undertake all tasks required by the tutor to keep up to date with the course. If their coursework falls behind at any point the placement in the setting will be at risk.
- Ensure that the pre-school environment is always safe and secure for all children and report any issues as they arise.
- Help with the day to day running of the pre-school by undertaking tasks as determined by management.



- Take part in staff meetings and all staff training as required by the pre-school.

<b>Adopted on:</b>	25 <sup>th</sup> May 2024
<b>Adopted by:</b>	Sophie Mills, Pre-School Interim Manager Hannah Holland, Chair of Trustees
<b>Next Review Date:</b>	25 <sup>th</sup> May 2025