



## Young Workers Policy

At Ribbons Preschool 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 preschool.

Suitable students on longer term placements and volunteers (aged 17 or over) who are attending our setting for a year or more will be monitored and assessed to determine their competence levels. If we believe that they are suitable and demonstrating the high levels of competence and responsibility 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 for a year or more, will be monitored and assessed to determine their competence levels. If we believe that they are suitable and demonstrating the high levels of competence and responsibility 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 preschool 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 safeguarding officer
- Maintain a high standard of work, behaviour, appearance and attendance whilst with the preschool
- Undertake a full induction conducted by the preschool
- Access training 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 your coursework falls behind at any point your placement in the setting will be at risk
- Ensure that the preschool environment is safe and secure for all children at all times and report any issues as they arise
- Help with the day to day running of the preschool by undertaking tasks as determined by the supervisors and management
- Take part in staff meetings and all staff training as required by the preschool.

This policy was adopted on: 23.08.19

This policy was amended on: 09.01.2020

Signed on behalf of the preschool: K.Watkins-Freeman

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