CHILDCARE

RATIOS

Childcare Ratios Policy for Children Aged 4-11

Effective from: 1 September 2026

Policy Purpose:

The purpose of this policy is to ensure that Impact Wrap Around Care maintains safe and appropriate staffing levels for children aged 4-11, taking account of the number, age, needs and activities of the children attending.

Ofsted / EYFS Statutory Ratio Requirement:

Ofsted does not set a separate fixed numerical staff-to-child ratio for before- and after-school provision for children who normally attend Reception class or older. Under the EYFS statutory framework for group and school-based providers, there must be sufficient staff as for a class of 30 children. The provider must decide how many staff are needed to keep children safe and meet their welfare needs, taking account of the activities, ages and individual needs of the children.

Impact Recommended Operating Ratios:

To support safe supervision in day-to-day practice, Impact Wrap Around Care will normally aim to operate at or better than the following internal staffing ratios. These are Impact good-practice targets and are not additional statutory Ofsted ratios:

- Children aged 4-5 years: 1 staff member to 8 children.
- Children aged 6-8 years: 1 staff member to 10 children.
- Children aged 9-11 years: 1 staff member to 12 children.

Where a mixed-age group is present, staffing will be based on the needs of the whole group and the Manager may apply the lower ratio where this is appropriate.

Staffing Requirements:

- Staffing decisions will take account of children's ages, individual needs, SEND or medical needs, behaviour, the activity being delivered, the layout of the premises and any identified risks.
- Children will be adequately supervised at all times. They will usually be within sight and hearing of staff and will always be within sight or hearing.
- At least one person with a current paediatric first aid certificate will be on the premises and available whenever children are present.

Additional Adults on the School Site:

Because the provision operates on a school site, there may be additional suitable adults on the premises, such as school staff, who can be called upon when needed for short-term support, an emergency, an unexpected increase in need, or to help maintain safe supervision.

An additional adult will only be treated as available to support the provision where they are suitable to work with children, are permitted to do so under the school's and provider's safeguarding arrangements, and are able to work directly with the children when required. Adults who are simply elsewhere on the school site will not automatically be counted as part of the childcare staffing.

Where an additional adult is used, they will be given the information needed for the task, including relevant safeguarding, emergency, medical/allergy, collection and supervision arrangements. Any regular reliance on additional adults will be planned and documented.

Additional Support and Exceptions:

Additional staffing will be arranged where needed to support a child's individual needs or where an activity, incident or risk assessment requires closer supervision. Staffing may be increased at any time if the Manager considers this necessary for children's safety or welfare.

Staff Responsibilities:

All staff are responsible for active supervision, safeguarding and the well-being of children. Staff must communicate clearly with each other so that responsibility for groups, areas and individual children is understood throughout the session.

Monitoring and Review:

The Manager will monitor attendance and staffing each session and make adjustments where necessary. This policy will be reviewed annually, or sooner if statutory requirements or the needs of the provision change.

Based on the EYFS statutory framework for group and school-based providers, effective 1 September 2026 (paragraph 3.57).