

## Young Workers

We will support young workers and apprentices as we recognise the importance of strengthening and building the workforce of the future. At times there may be students on placement within the setting.

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

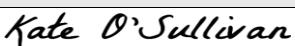

Apprentices aged 16 and over who are based at the setting on a long term placement and undertaking courses and/or training in the sector, will be monitored and assessed to determine their competence levels. If we believe that they are demonstrating the high levels of competence and responsibility we 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. The staff team will provide support within the setting and there is an open door policy for face to face communication with the line manager. Any safeguarding concerns will be dealt with according to our safeguarding policies procedures.

Within our provision 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 line manager or the safeguarding officer
- Maintain a high standard of work, behaviour, appearance and attendance whilst with the setting
- Undertake a full induction conducted by the organisation
- 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 setting environment is safe and secure for all children and young people at all times and report any issues as they arise
- Help with the day to day running of the provision by undertaking tasks as determined by the supervisors and management
- Take part in staff meetings and all staff training as required by the setting.

This policy was adopted on 13.10.2025 and will be reviewed on or before 13.10.2026

Name and Position	Signed	Date
Kate O'Sullivan Community Association Manager		13.10.2025
Olive Frances Vice Chair of Trustees		13.10.2025