

# Leadership and Management

## Under 2's – The right person for the role



Finding the right person for the job, with the skills, knowledge and experience is so important for all early year's children, but for unique role of the baby room/under 2's this focus becomes even more of a priority. With the demands, level of need and vulnerability being even higher.

What does the EYFS statutory framework say we require:

“3.70 There should be a separate baby room for children under the age of two. However, providers must ensure that children in a baby room have contact with older children and are moved into the older age group when appropriate.

3.40 For children aged under two:

- There must be at least one member of staff for every three children.
- At least one member of staff must hold an approved level 3 qualification and be suitably experienced in working with children under two.
- At least half of all other staff must hold an approved level 2 qualification.
- At least half of all staff must have received training that specifically addresses the care of babies.
- Where there is a room for under two-year-olds, the member of staff in charge of that room must, in the judgement of the provider, have **suitable experience** of working with under twos.”

## TASK 1

Consider the subject and knowledge areas required for working with our youngest children. Do your current staff have a sound knowledge of the headings below? How do you know this? What strategies could you apply to ensure this is monitored and reviewed.

- Settling in and attachment
- Best care practices for under 2's - Routine, sleep, feeding, nutrition, and nappy changing
- Driving high quality practice - What does high quality practice look like?
- Babies brain development
- Basic child development knowledge of 0-2 years.

## TASK 2

**“Suitably experienced”** - What does that mean? How do you recruit for the role? How do you meet the requirements? How could you use the resources below to support you?

- Leicester City EED team supplies resources to support this CPD journey. Providing a 'Under 2's'suite of cards to support CPD and reflection in the baby room.
- Online national training-[Early years child development training : Home page \(education.gov.uk\)](https://www.gov.uk/guidance/early-years-child-development-training)
- Leicester City Council- Supporting the under two's training- Contact EED-[eed@leicester.gov.uk](mailto:eed@leicester.gov.uk)- [Family Information | CPD opportunities \(leicester.gov.uk\)](https://www.leicester.gov.uk/family-information/cpd-opportunities/)