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# Early Learning and Childcare Staffing Standard



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## Introduction

This Early Learning and Childcare (ELC) Staffing Standard was designed to ensure equitable and fair allocation of staffing across Perth and Kinross ELC settings. This standard has taken account of the impact of the Expansion of ELC that was implemented in August 2020.

## ELC Teaching Staffing Allocation

For Early Learning and Childcare settings, 0.5 FTE Nursery Teacher will be allocated for capacity of 60 or above and 0.5 FTE will be allocated to schools with highest number of Primary pupils entitled to Clothing and Footwear Grant within budgeted FTE constraints. The allocations will be reviewed every 3 years.

This member of staff is not included in the adult to child ratios but can be used in ratio as necessary.

## ELC Non-Teaching Staffing

### Allocation Ratios

ELC Adult to Pupil ratios are covered by Senior Early Childhood Practitioners and Early Childhood Practitioners.

	Adult to Pupil Ratios	
	Adult	Pupil
3 to 5 year olds	1	8
2 Year olds	1	5

Staffing Allocations for 3–5-year-olds in Term Time placements is a maximum of 3 x 36 hours contracts per setting. Any remaining contracts in this setting will be set at 30 hours.

Staffing allocation for 2-year-old and extended / full year placements is a maximum contract of 36 hours.

For extended day/full year provisions, a minimum of 2 staff will be on site at all times outwith term time.



## Senior Childhood Practitioner Allocations

ELC Delivery Model	Number of places	FTE
Term time setting	<25	0
Term time setting	>25	1
Extended Day provision	<80	2*
Extended Day provision	>80	2
Early Learning and Childcare Centre		2

\*Max allocation of 2 dependant on uptake of extended day attendance patterns.

## Principal Childhood Practitioner Allocations

For Extended Year settings with over 80 placements, 1.00 FTE Principal Early Childhood Practitioner will be allocated. This member of staff is not included in the adult to child ratios detailed above but can be used in ratio as necessary.

## Early Learning and Childcare Centre Leader Allocation

For Early Learning and Childcare settings, 1.00 FTE Centre Leader will be allocated. This member of staff is not included in the adult to child ratios detailed above but can be used in ratio as necessary.

## Lunchtime Cover allocations

There will be an allocation of 1 x 16 hour Play Assistant for every 4 staff members required to cover staff ratios across the lunchtime period.



## Early Learning and Childcare Allocation Worked Example

An example of a setting with 32 x 3-5 year old term-time placements and 5 x 2 year old placements:

Ratios required:	
3 to 5 Year old	4
2 Year olds	1
Total No of staff required	5

Ratios covered by:	
Senior ECP	1
ECP - 36 hr contracts	3
ECP - 30 hr contracts	1
Total No of staff	5

Additional Staff:	
Play Assistant (16hr)	2

