

Confused by Out of School Qualification Requirements?

Regulation and inspection for out of school childcare is often more complex than it needs to be - I think we will all agree on that!

At Out of School Alliance we've been speaking to lots of owners and managers who are confused as to the staff qualification requirements they should be operating under.

Here's our breakdown of what's required on each of the different registers to help!



Register

Requirements

Taking school aged children only
(Reception upwards)

Early Years Register & General Childcare Register

If the out of school club only takes children who are of reception age or older, there are no minimum qualifications for managers or staff
[see EYFS para 3.41]

Taking school aged & preschool aged children

Early Years Register & General Childcare Register

Manager must hold at least an approved L3 EY qualification
At least 50% of all other staff must hold at least an approved L2 EY qualification [EYFS para 3.28]

Taking school aged children

General Childcare Register only (6+)

You must provide or arrange training to make sure that all staff have suitable skills and experience to look after children. It is for you to determine what suitable skills are.

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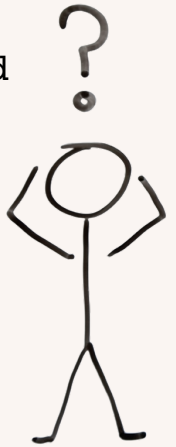
Help and support for out of school clubs

Within all of the regulations, there's a bit of context you need to understand before making decisions about your qualification levels in your setting. Most of the points below apply no matter how you're registered, but we've tried to flag where it's relevant only to one type of registration.



- If your setting only takes children who are of reception age or older, there are no minimum qualifications for managers or staff.
- It is for providers to determine suitability, skills, experience & qualifications you require of your team.
- You need to name a deputy who is capable (& qualified if taking preschool age children) to take charge in the manager's absence.
- For deputies, 'capable and qualified' includes having the necessary skills and knowledge to deputise, although there's no specific qualification required.
- There are additional requirements relating to first aid, food safety and safeguarding that you need to make sure staff have completed if appropriate

If the out of school club takes children who are **younger than reception age**, the manager must hold at least an approved level 3 qualification and at least half of all other staff must hold at least an approved level 2 qualification (as defined by the DfE's Early Years Qualifications List) [EYFS Para 3.28] To check qualifications go to: bit.ly/EYQualsList



To count in the ratios at L3 for preschool children, staff holding an EY qualification must also have a L2 qualification in English and Maths AND those qualified post 2016 must also have a Paediatric First Aid or Emergency First Aid qualification to be considered qualified and in ratio.

There are two parts of the Childcare Register - Compulsory (CCR) & Voluntary (VCR) & the requirements are slightly different for each!

- For CCR - you must arrange training to ensure all staff have suitable skills and experience to look after children. It is down to you to decide what those 'suitable' skills are. Your insurance company may expect you to employ a qualified manager - please check!

- For VCR - you must have at least one person with a minimum L2 qualification in work relevant to childcare OR they can have training in the common core skills. There is no accepted definition of 'work relevant to childcare' so again, it is for you to determine.

It's a quirk of the legislation that means only clubs on the VCR retain a requirement for some form of qualification, but one that is often missed!

We hope this has helped you understand what you need on each register for out of school childcare. If you want to know more, you can talk to us or visit our website

Talk to us
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Visit Us
www.outofschoolalliance.co.uk
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