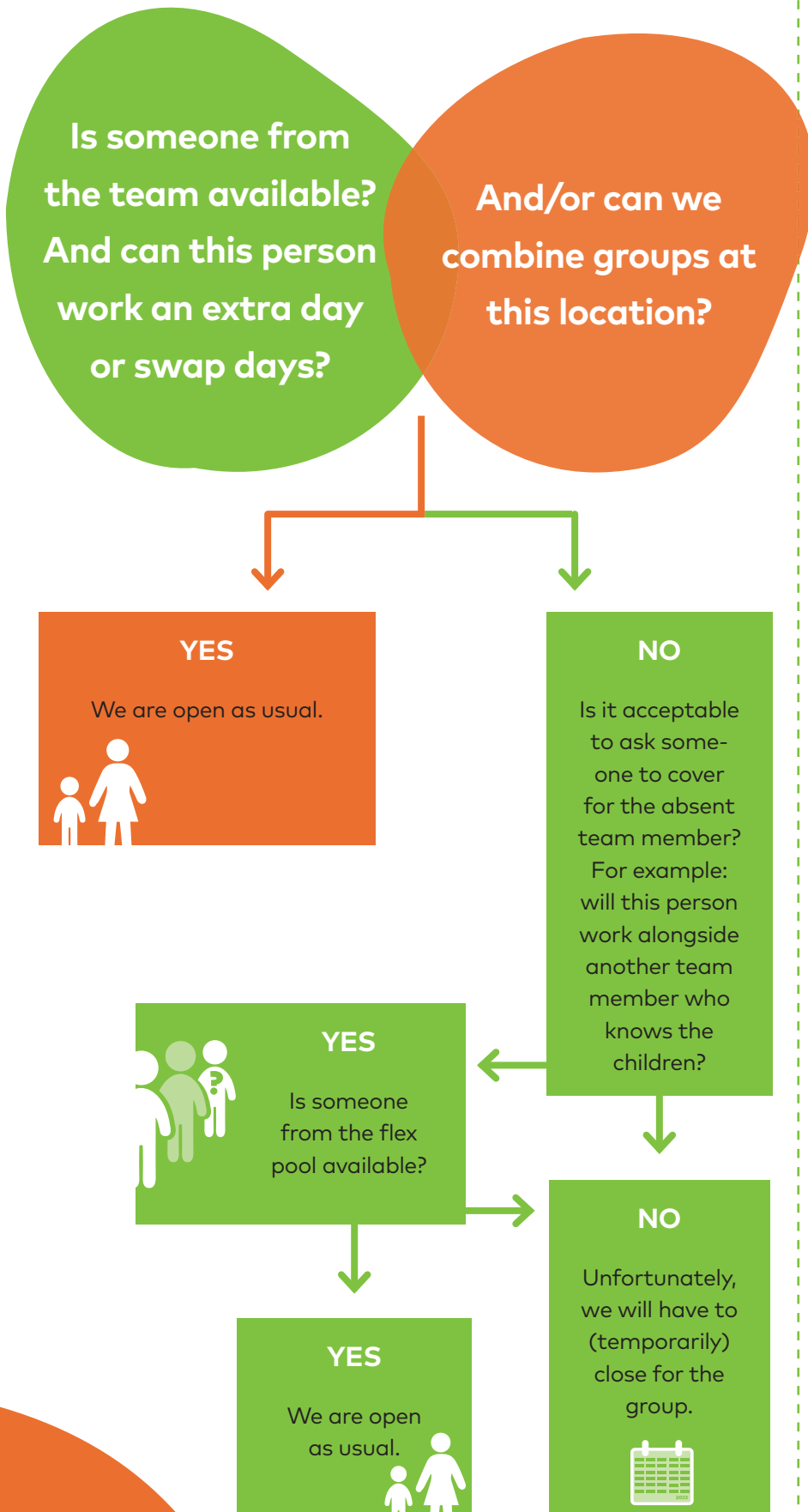


My child's group is closing temporarily. Why?

We never close unless there is a good reason. If a pedagogical assistant is absent, we use the following process:



What does Skar do to find new employees?



We collaborate with relevant educational training courses.

For instance, by offering work placements and apprenticeships.



Recruitment

On our vacancy sites, through our own networks, on LinkedIn and other social media channels.



Big banners at almost every location.



Retraining pedagogical assistants

So they can be more versatile in their tasks and roles.



Planning far ahead

So that we can anticipate challenges and possibilities as soon as possible.

But also:

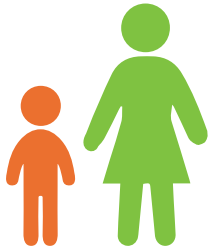
Recruiting via employment agencies.

Collaborating with various partners, such as PE teachers at the out-of-school care location.

Working with workshop leaders (Mad Science, Qrabb).

Familiar person.

- Pedagogical assistant who knows the child and vice versa.
- At least one familiar face present in the child's group every day.



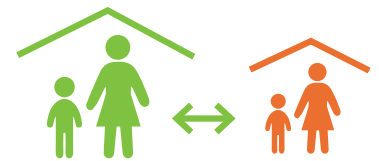
Maximum number of children per group.

- There are regulations for the number of children that can be looked after by one team member (BKR – staff to child ratio).
- This number depends on the ages of the children.
- This number can be calculated using a calculation tool.
- The number of children per group is not allowed to deviate from the BKR for more than three hours a day. This only applies to holiday periods and study days. The permitted deviation must be no more than half an hour during school weeks.

To safeguard  the well-being of children, the government has set stipulations with which childcare organisations must comply.

Caring for children at a different location.

This is only possible if contractually agreed with the child's parents beforehand.



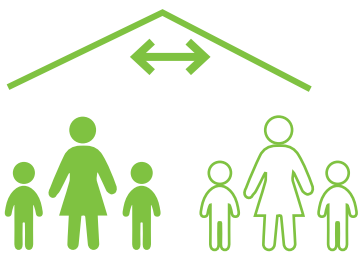
Combining groups.

Consider:

- Number of children and team members in the group.
- Number of children per square metre in the room.
- Children's ages.
- Presence of familiar faces.
- Agreements made with parents about care in 2nd core group.

Would you like to find out more?

Take a look at your location's educational work plan on our website.



Compensation.

You are not charged for days your childcare cannot take place due to closure. Please notify the Tax Authorities about this in time. Read more at: skar.com/en/compensation.

Would you like to find out more?

Go to Rijksoverheid.nl. There is a [special page with information for parents](#).



Team members with the right knowledge and skills.

- Qualification requirements: not just anyone can work at a childcare centre.
- Only a third of team members are allowed to be work placement students of professionals in training.



I have a question, comment or complaint. Who can I contact?

Send an email to info@skar.nl or call **026 - 445 71 57** (on weekdays from 8.30 until 17.00).