



## **Statement describing policy on supervision ratios.**

Activities are led at the ratio of one CES leader per 20 adult students and one leader per 15 Young Learner students, taking account of the participation of foreign group leaders where relevant.

Foreign group leaders will only be counted in ratios with regard to supervising their own students. Foreign leaders are never asked to supervise students from another group.

Yellow shirts (social program organisers), are recruited with a particular eye on individual talents and abilities. Whilst we do not ask for any qualifications in particular, applications from people who have musical skills, sporting aptitudes, drama or arts and crafts abilities are always encouraged and indeed actively sought out.

Equally important is the ability to interact positively and in a fun way with young people from a wide variety of cultural backgrounds. However, at the end of the day an outgoing personality is probably one of the most important characteristics we look for when recruiting social program staff.

We also organize group First Aid training for staff prior to the start of the summer.

We organize an extensive induction and training session for new activity staff. Full details of this induction may be seen in Stage 2 Item 16. Basically we give training in health and safety, crisis management, safeguarding, leading excursions, leading activities, risk assessments and so on.