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# 5.1 Qualified staff

***STANDARD 22: Ensure sufficiently qualified staff is provided for the day-to-day care of unaccompanied children.***

**Indicator 22.1:** The reception facility has to provide for sufficiently qualified staff to carry out the day-to-day care of unaccompanied children.

- ***Additional remarks:*** *To ensure the day-to-day care of unaccompanied children is carried out in an adequate way and special needs are addressed, sufficiently qualified staff responsible for the reception and care of unaccompanied children should be provided to address and act upon the special reception needs spelled out above.*

**Good practice on the provision of staff**
It is considered good practice to:

✓ provide qualified staff for the reception facility not only during the day but also at night.

***STANDARD 23: Ensure that staff is sufficiently qualified.***

**Indicator 23.1:** Staff working with unaccompanied children in the reception context has clear terms of reference (job description).

- ***Additional remarks:****Job descriptions should address the qualifications required to ensure the day-to-day care of unaccompanied children is carried out in an adequate way and special needs are addressed sufficiently.*

**Indicator 23.2:** Staff working with unaccompanied children in the reception context is qualified in accordance with national law and regulations concerning their particular terms of reference (job description).

- ***Additional remarks:*** *To ensure the day-to-day care and protection of unaccompanied children staff responsible for the reception and care of unaccompanied children should be qualified to address and act upon the special reception needs spelled out above and have the necessary training and skills concerning: child protection and safeguarding the situation of unaccompanied children in migration, child development, the roles and responsibilities of staff involved, child rights skills regarding child protection, child development, child rights, and communicating with children.*

**Indicator 23.3:** Staff working with unaccompanied children in the reception context do not have a record of child-related crimes and offences, or crimes and offences that lead to serious doubts about their ability to assume a role of responsibility with regard to children.

