

outcomes and better behavioural outcomes such as more cooperative behaviour.

Ratios also have a direct impact on staff on working conditions and key human resource factors such as staff morale, recruitment, retention and turnover, which all, in turn,

- Age groupings and ratios:
 •18 mths(0-1.5 years); 1:33 ratio, max.10
- •30 mths (2.5 years) 5 yrs: 1:8 ratio, max. 16