

Staff Development and Training

It is in the interests of the children, families, the setting and the individual that each staff member is given the opportunity to develop their skills and to broaden their knowledge in the caring for children.

Personal and professional development is essential to maintaining the quality and delivery of high quality care and education for young children in early years. It is essential to fulfil the requirements of the Early Years Foundation Stage. It underpins all aspects of curriculum delivery and positive interactions. We strongly promote constant professional development.

External training and support is sought, as appropriate to the needs of the nursery and the children attending and to ensure staff's training is up to date.

If a course has been paid for from the Harvey Bears funds and a member of staff gives notice they must repay the cost of the course. If a member of staff leaves within six months of completing a course costing below £100 then this must be repaid. If they leave after 6 months and before a year having completed an apprenticeship, level 2 or level 3 they must repay the cost of a course costing over £100.

To facilitate the development of staff we;

Encourage staff to contribute ideas for change within the nursery.

We hold regular staff meetings to discuss ideas.

Provide opportunities for delegation based on skills and expertise to offer recognition and stimulate staff.

Encourage staff to further their experience and knowledge by completing relevant training online and face to face courses.

Encourage staff to pass on their knowledge to those who are less experienced and disseminate knowledge from training to small groups of staff within the nursery.

Carry out staff appraisals and supervisions.

Carry out training needs analysis for all staff.

Provide a mentor for all new staff.

Offer ongoing support and guidance.