



Staff Training Policy

Policy Statement

We are a setting that supports the continued professional development of its staff. This can take the form of induction training, staff working towards a qualification or continued professional development.

Procedures

Induction Training ~ As part of our induction process, staff are required to partake in and demonstrate understanding of the following:

- Safeguarding, including FGM and Prevent Duty
- Health & Safety including Food Hygiene
- Paediatric First Aid (*unless independently undertaken*)
- GDPR Awareness
- Positive Language, Positive Handling, Quality Interactions
- *The Growth of Love* by Dr Keith White

As with all training, feedback is required, and knowledge tested as part of our evaluative measures for deciding suitability to become part of the team. This training will also be periodically applicable to permanent staff in order for management to gauge their on-going suitability for the role.

New Qualifications ~ Staff who are working towards a qualification receive support in a variety of ways which includes; mentoring, time out of sessions to liaise with Tutors, accommodations to the routine for them to implement study-plans and where appropriate, advice to support the completion of assignments.

Continued Professional Development ~ Regular feedback, supervisions and appraisals, provide the framework through which staff engage in their continued professional development. Through these, training needs are identified and are met either 'in-house' or delivered by an outside agency.

The Pre-school is closely linked with our local Support Team Early Years Childcare Improvement Team (EYCIT), and through them have a comprehensive training provision. Each team member that accesses training, feeds back their learning to the team/Management and together, we consider any subsequent improvements to our practice.

Updated: January 2025