



Stower Vale Pre-School

TRAINING AND PROFESSIONAL DEVELOPMENT POLICY

Stower Vale Pre-School values its staff highly and believes that it is in the interests of the children and all the staff that every opportunity is given to each staff member to develop their knowledge and skills in supporting the welfare, wellbeing, learning and development of young children.

To facilitate this we provide training and support within the setting through staff meetings. Senior staff are expected to pass on their skills and experience to less qualified staff members and all staff are encouraged to work towards a Level 3 qualification in childcare and early education. Members of staff are encouraged to attend training events held in the evenings and on Saturday mornings, for which they will not be paid.

The play leader and the Committee of the setting liaises with the local providers of childcare training to ensure that both the training provider and the setting have in place the support students need to complete their training and gain qualifications.

Each member of staff has a professional record (staff appraisals) which tracks all the training accessed since joining the setting and notes any qualifications received. It is the responsibility of individual staff members to review these records with the manager annually, at the time of the performance review meeting, to ensure that they are up to date and accurate.

The staff who attend external training events will be expected to feed back information gained at these events to the play leader of the setting. The implications of the training and the opportunities for implementing new ideas and initiatives can then be discussed.

All members of the staff in the setting receive up-to-date training on safeguarding children, paediatric first aid and safe handling of food & manual Handling.