

## Bow Lane Pre-school

### The Safeguarding and Welfare Requirements: Staff qualifications, training, support and skills

Providers must ensure that adults looking after children, or having unsupervised access to them, are suitable to do so.

### Staff qualifications, training, support and skills

### 3.3 Continued Professional Development Policy

#### Policy statement

Bow Lane Pre-school is a 'learning community' where everyone is involved in the continuous process of improvement for themselves and others. We are committed to providing a positive climate for continuous professional development and aim to provide it for all at a variety of levels – individual, team, whole setting and through wider networks. We provide our staff with a coherent and progressive opportunity to develop, both personally and professionally, in order to improve standards, raise morale, help recruitment and retention and improve outcomes for children.

#### Procedures

- Training priorities identified through completion of Ofsted Self Evaluation form, and through annual individual staff appraisals and supervision meetings.
- Pre-school Manager has overall responsibility for the above, and to support all staff members with continuing professional development.
- Pre-School Manager is responsible for keeping up to date with current legislation, and ensuring that staff attend appropriate training to meet requirements
- Support and consideration is given to individual's aspirations and existing skills
- Bow Lane Pre-School uses reputable trainers approved by the Early Years Education and Childcare Team
- Staff are supported with qualifications and training, by providing opportunities to attend and through work based experiences
- The Pre-School Manager ensures opportunities are available to evaluate training attended, and staff are encouraged to feed back to the whole team
- Training is evaluated annually, to identify further needs and development

**EYFS key themes and commitments**

<b>A Unique Child</b>	<b>Positive Relationships</b>	<b>Enabling Environments</b>	<b>Learning and Development</b>
1.3 Keeping Safe	2.4 Key Persons	3.2 Supporting Every child	

This policy was adopted at a meeting of

Bow Lane Pre-school

Held on

3rd September 2019 (date)

Date to be reviewed

3rd September 2020 (date)

Signed on behalf of Bow Lane

Pre-school

Name of signatory

Gaye Hooker

Role of signatory

Owner