

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

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
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 2018 (date)

Date to be reviewed

3rd September 2019 (date)

Signed on behalf of Bow Lane

Pre-school

Name of signatory

Gaye Hooker

Role of signatory

Owner