



## Staff Qualification, Training, Support and Skills

Reviewed date: January 2024

At Bidborough Village Nursery School, we place great importance on the continuous personal and professional development of our staff. Recognising that high-quality childcare and education stem from a knowledgeable, skilled, and motivated team, we commit to fostering an environment conducive to growth and learning.

### Staff Development and Training

- **Induction Programme:** Every new staff member undergoes a comprehensive induction to familiarise them with our setting, the families we serve, our policies, the curriculum, and daily practices. The induction covers emergency procedures, safeguarding, child protection, health and safety issues, and an introduction to key children and their families.
- **Continuous Professional Development (CPD):** We identify training needs through staff appraisals, supporting staff in undertaking training to enhance their qualifications and skills. This includes, but is not limited to, paediatric first aid, safeguarding, curriculum delivery, and special educational needs.
- **Paediatric First Aid:** Our goal is for all staff to hold a current paediatric first aid certificate. At least one certified individual is present at all times when children are on the premises or during outings.
- **Language Skills:** All staff members must have a sufficient understanding and use of English to ensure children's well-being, maintain records, liaise with agencies, manage emergencies, and understand instructions related to medicine or food hygiene.

### Support for Staff

- **Professional Growth:** Staff have opportunities to discuss children's development and well-being, identify solutions to issues as they arise, and receive coaching to enhance personal effectiveness.
- **Training Opportunities:** Staff are informed of relevant training opportunities and expected to engage in training essential for their role and the care of children.
- **Qualification Enhancement:** Support is provided for staff members seeking to improve their qualification levels, aligning with our commitment to delivering high-quality care and education.

### Aims and Objectives

- To maintain and enhance the quality of care and education through ongoing staff development.
- To support staff in achieving their full professional potential for the benefit of themselves, the children, and the nursery.

- To ensure all staff are equipped with the necessary skills, knowledge, and qualifications to provide the highest standard of care.

## **Updating Regulations and Practices**

- This policy will be reviewed regularly to reflect any changes in regulations, best practices, and the needs of our staff and children.
- We will adapt our training and development programmes to meet the evolving standards of childcare and early years education.