



STAFF DEVELOPMENT POLICY

Staff development and training is an important part of extending personal skills and for the continuing improvement and development of the provision of quality learning opportunities for the children at Bolnore Village Pre-School

AIMS

- To improve the quality of learning experiences for the children
- To aid the Pre-School in developing overall aims and principles
- For staff and volunteers to develop professionally and increase self-confidence
- For staff and volunteers to share their experience/knowledge gained, with colleagues
- To enable staff and volunteers to develop a personal career structure.

IDENTIFYING NEEDS

- Through weekly staff meetings, half termly supervision meetings and annual appraisals
- From the OFSTED Key Issues outlined within the Report
- From national changes and requirements of the EYFS and relevant legislation.

TYPE OF TRAINING/INPUT

Training may be;

- 'In house' delivered by the EYT
- Individual members of staff attending extended courses leading to a recognised qualification
- Individual staff attending day courses, evening courses, workshops, conference days
- All staff attending a course/workshop
- Cover for staff to visit another Pre-School or network group meeting
- Opportunities to observe each other and particular activities.

Whilst every effort will be made for staff to undertake appropriate training, this will need to be within the financial constraints of the Pre-School.