

## **Staff Policy - Continued Professional Development (CPD) Policy**

We work within the Statutory Framework for the Early Years Foundation Stage (EYFS), published by the Department for Education (DfE) in March 2021, effective from September 2021

Merry go Round Day Nursery provides a "learning environment" where all are involved in a continuous process of improvement and enrichment. We are committed to fostering a positive climate for continuous learning. CPD is the means by which the nursery is able to motivate its community. It does so by promoting training to individual members of staff and to teams of staff through workshops and staff meetings. Twice a year the nursery closes in all provisions to enable whole group training, ensuring a collaborative approach across the settings. All training meets the DfE requirements of the Statutory Framework for the Early Years Foundation Stage (EYFS).

The EYFS believes that a coherent and progressive opportunity to develop professionally and personally both improves standards and raises morale through personal and professional fulfilment and assists recruitment and retention. CPD will be co-ordinated by the CPD Leader (Nicki Ovel) who will arrange training to meet individual needs of staff and the needs of the setting. All staff can access CPD online and take responsibility for assessing their own CPD.

All those involved with Merry go Round shall have an entitlement to equality of access to high-quality induction and continuing support and development to ensure that good practice is both embedded and reinforced.

The nursery CPD provision will allow staff to develop skills and competencies progressively allowing them to build on and reinforce skills and expertise dealt with earlier, particularly across the key areas identified in the EYFS.

### **Identifying CPD Needs**

The CPD Leader is responsible for identifying the nursery CPD needs to reach the vision of the nursery. Needs are identified through supervisions and appraisals, self-evaluation and reflection, national and local priorities, other internal and external monitoring and feedback evidence and through informal discussions with individuals and teams. All staff has a CPD plan in order to record training and qualifications.

The CPD Leader will be responsible for ensuring that all staff are qualified to sufficient levels as stated by DfE. It is also their responsibility to ensure that all staff has training in Child Protection, First Aid, Food and Hygiene as suggested in the Safeguarding and Welfare requirements in order that all children are kept safe.

Training opportunities will be available to all staff as long as they fully reflect the EYFS and ensuring they:

- meet identified individual, national development priorities
- be based on good practice, meeting development and learning requirements
- help raise standards of children's achievements

## *Merry-go-Round Day Nursery Policy*

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- respect cultural diversity
- are provided by those with the necessary experience, expertise and skills
- be based on current research and inspection evidence
- make effective use of resources, particularly ICT
- have effective monitoring and evaluation systems including seeking out and acting on user feedback to inform the quality of provision
- cascade all training with other staff in the team

The CPD leader will be responsible for:

- record keeping
- more effective and embedded teaching and learning such as creativity, autonomy, a greater variety of teaching and learning approaches
- a climate of supporting success and effort
- staff confidence, enrichment, motivation, self-esteem, preparedness to take risks, collaboration, reflectiveness
- recruitment and retention
- career progression/promotable staff.

**Adoption Date: 1<sup>st</sup> September 2020.**

**Signed:**

*Nm Orel*

### **Annual Review**

Reviewed 1<sup>st</sup> September 2021

Reviewed 1<sup>st</sup> September 2022

Reviewed 1<sup>st</sup> September 2023

Next review 1<sup>st</sup> September 2024