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## Continuing Professional Development Policy

### Policy statement

*Little Explorers Pre-School is a 'learning community' where everyone is involved in the continuous process of improvement and enrichment. We are committed to fostering 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 leader has overall responsibility for the above, and to support all staff members with continuing professional development.*
- *Pre-School leader 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*
- *Little Explorers 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 leader 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*

This policy was adopted at a meeting of	<u>Little Explorers Pre-School</u>
Held on	_____
Date to be reviewed	_____
Signed on behalf of the management	_____
committee	_____
Name of signatory	_____
Role of signatory (Chairperson)	<u>Chairperson</u>