

PETER PAN PLAYGROUP

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.

AIMS

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

IDENTIFYING NEEDS

- Through regular staff meetings/appraisal.
- By the Registered OFSTED Inspector in the Report.
- From the OFSTED Key Issues in the Report.
- From the annual inspection by the Registration and Inspection Daycare Adviser.
- From national changes and requirements to receive funding for four year olds.

IDENTIFYING TYPE OF TRAINING/INPUT

Training may be;

- 'In house' for all members of staff with an external input.
- 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 group 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 playgroup.