



Policy Document 28 – Staff

- 01 The Wincanton Early Years Centre is committed to providing all statutory training for our staff, as well as a fully funded individual training programme to encourage staff's continued personal development.
- 02 In consultation with SCIL and the Somerset LSCB we meet the requirements of EYFS in terms of Child Protection Training by providing training for different job roles as follows:
- Apprentices, Nursery Assistants, Early Years Educators & Team Leaders: **Child Protection Basic Awareness**
 - Managers: **Introduction to Child Protection**
 - Director/Senior Managers: **Introduction to Child Protection**
 - Senior Manager (Lead Designated Safeguarding Officer): **Working Together to Safeguard Children**
- 03 In addition, when funding and course spaces allow, we provide the following training for different job roles to promote best practise above statutory requirement:
- Team Leaders: **Introduction to Child Protection**
 - Director/Senior Managers: **Working Together to Safeguard Children**
 - Senior Managers (Lead Designated Safeguarding Officer): **Safer Recruitment & Allegations Management.**
- 04 In consultation with the local authority, all staff who prepare meals in the setting kitchen (The Wincanton Early Years Centre) will have completed a Level 2 course in Food Handlers Hygiene.
- 05 We are committed to maintain a safe environment for all our children. All of our staff undertake a Paediatric First Aid course every 3 years. Staff will renew their certificate within 1 year after it expires and there will always be at least 1 fully qualified first aider in each setting.
- 06 Our Child Behaviour Specialist staff will attend SCIL's Promoting Positive Behaviour and Developing Relationships Course to facilitate them in this role.
- 07 We want our practitioners to provide outstanding care and developmental support for the children in our care. We prefer all of our staff to have completed or be working towards a Level 3 Diploma in Early Years Education and provide them with the support they need to achieve this.

08	Through the supervision and appraisal process we identify areas of continued personal development which interest our staff and support them in achieving these goals in order to improve their practice and the overall provision of our settings.
09	We are committed to encouraging all of our staff to reach their full potential and encourage those with the qualifications, experience and enthusiasm to attain accolades such as degrees or Early Years Professional Status to do so.

Prepared by	Rob Green
Date	January 2021
Issue Number	06
Review Date	January 2022