Training

Staff employed are generally expected to have sufficient skills and/or experience in working with young children, preferably in Early years. They will be required to hold a suitable Qualification in childcare or be prepared to work towards achieving a relevant qualification in the future.

The management of the preschool is committed to supporting staff in their training and development, during their time at our setting.

There are opportunities for training and development throughout the year available to staff to attend, short courses and workshops etc.., these are available through Network Training, provided by Norfolk County Council and are paid for by the preschool. All staff and helpers are actively encouraged by the management to attend these courses to build on their professional development.

We acknowledge that individual staff members have a huge amount of personal knowledge, experience and interests, which can be shared within the staff team. Staff meetings and in-house training opportunities enable peer learning opportunities; strengthening us as a staff team and enabling best practice to be achieved through shared learning experiences.

Other training providers include the local Colleges, and private companies specializing in quality training in particular areas, such as first aid etc... also provide training opportunities which can be accessed.

Any additional training which is of interest to staff and relevant to the setting, the preschool will consider funding (if funds are available).
If training falls on a member of staff's normal working shift, they will be paid as normal as if they were working their normal session. If the training is a full or half day course, staff will be paid for their contracted hours for that day.
If a training session falls on a member of staff's day off, evening or weekend, they will not be paid for attending the course, however the course cost will be paid for by the setting.

All staff have a link to the online portal, which enables them to book on training available through Norfolk County Council. ***Before booking on training (unless it is a weekend course) please look to ensure that there are no other staff off on that day.***

Failure to turn up for a course which you have been booked on, will incur a fine which you will be liable to pay.

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Compulsory training

All staff at the Preschool are expected to hold a current First Aid certificate, training is provided for this, and this training requires updating every 3 years.
Staff are also required to attend Child Protection Safeguarding (DSL) training, which requires updating every 2 years.
Prevent training (Channel project) is also a compulsory training requirement which needs to be updated every 2 years.

Other compulsory training includes.

Fire safety, Manual handling, food safety, e-safety and Data protection.

All compulsory Training is paid for by the Preschool.