



Crossroads Nursery Career Long Professional Learning Policy

Statement of Purpose

Crossroads Nursery staff work closely together to nurture every child towards reaching their individual potential thus enabling them to have the skills and confidence to fully participate in their communities, and the wider world, effectively. Crossroads recognises the significant contribution made by staff in providing and maintaining a high-quality service to ensure this.

Aberdeenshire Council recognises that staff working with young children are skilled professionals and aims to enable practitioners to gain appropriate qualifications and provide opportunities for training, learning and development which will further enhance the knowledge, skills and understanding essential for quality provision. At Crossroads training and development opportunities will be provided for all staff to enable them to carry out their roles both efficiently and effectively. Regular training and monitoring of professional development enables staff to keep abreast of relevant educational issues and ensures a highly motivated and well-trained workforce. The following policy ensures staff are encouraged and supported through ongoing professional development and have their individual training and developmental needs identified through an annual meeting.

Commitment to career long professional learning, reflection and personal development is a core expectation of all our staff and ensures that staff knowledge of policy, practice and pedagogy is up-to-date and relevant as well as allowing the setting to reflect upon and develop their early years provision.

Equal access to opportunities for training, and undertaking professional development, are both an entitlement and a requirement and underpin our commitment to quality staffing.

At Crossroads Nursery new members of staff will receive an induction and carry out the annual updated Aberdeenshire training on Child Protection/GIRFEC as well as completing ALDO training on General Data Protection Regulation (GDPR), Equalities and Respecting Diversity within the first three months of their post. The Early Learning and Childcare National Induction Resource (January 2023) is available for staff requiring further support or information around this. All staff receive Child Protection training/updates on an annual basis to ensure an understanding of their responsibilities in keeping children safe and free from harm.

In addition, all practitioners must complete Post Registration Training and Learning (PRTL) to maintain their SSSC registration. The current requirement is to complete 10 days or 60 hours over a five-year period and staff are responsible for maintaining an online record of their training. This training might include:

- Online training – ALDO, Care Inspectorate Hub, SSSC.
- In Service days (INSET) – Aberdeenshire provides a calendar of INSET dates for each academic session.
- Professional reading/observations/evaluations – These can focus on a specific aspect of practice within the setting, with staff discussing and evaluating publications/observations and agreeing next steps at team meetings.
- Visits to other settings – collegiate or collaborative working.
- National Training events – Keynote speakers/workshops on ELC provision focussing on practice, change, moving forward.

Modern apprentices and students within the setting are also actively encouraged and supported on their personal development journey and are encouraged to reflect on this with staff, mentors, and assessors when appropriate.

Head Teachers or EYSP will carry out annual reviews of staff using Aberdeenshire's Personal Performance Plan (PPP) and may include reference to SSSC continuous learning framework or HGIOELC quality indicators, both aimed at improving and developing practice. Staff training and development needs are addressed through this individual plan and record, which supports the achievement of the aims of the setting and enhances the professional competence of the employee. Through annual appraisal and PPP individual training and learning needs will be identified. The setting will give appropriate support to ensure all staff achieve their identified goals and a record should be kept. We will ensure that there is access to staff training and development to ensure staff have up to date knowledge of all legislation to enable the setting to meet legal requirements.

A Nursery Quality Assurance Calendar is shared with staff in August and identifies appropriate times for one-one meetings to discuss development opportunities each year and all staff have access to Glow and ALDO where Aberdeenshire Council's Early Learning and Childcare team share their full professional learning calendar.

Crossroads Nursery aims to provide a culture where staff are engaged and motivated by Career Long Professional Learning. All practitioners are expected to be proactive in identifying and addressing their own development needs and to participate constructively in developments agreed by the staff team. All staff will be supported to access appropriate training and development opportunities, ensuring equitable opportunities for all. It is through these effective, relevant, and meaningful opportunities that we will allow for continuous improvement and ultimately positive outcomes for children and families.