

## **Staff Qualifications, Training and Skills Policy**

**Links to Every Child Matters: Staying Safe**

**Links to Early Years Foundation Stage: Safeguarding and Welfare Requirements: Staff qualifications, training and skills policy 3.18-3.25**

### **Staff Qualifications**

#### **Management**

The EYFS states that the nursery manager must hold at least a full and relevant level 3 qualification and at least two years' experience. At Small World Nursery, our manager holds a BA in Education Studies (Level 6) and an Early Years Professional Status with 21 years' experience of working in early years settings.

The EYFS states that there should be a named deputy who is qualified and experienced enough to take charge in the absence of the manager. At Small World Nursery, our deputy manager also holds a level 6 qualification and an Early Years Teacher Status.

#### **Staff**

The EYFS states that apart from the manager, at least 50% of all of the other staff working directly with the children hold at least a full and relevant level 2 qualification.

At Small World Nursery, **75%** of our practitioners hold a recognised qualification as stated by the EYFS.

- 10% of staff hold a level 6 qualification
- 10% of staff hold a level 4 qualification
- 45% of staff hold a level 3 qualification
- 5% of staff hold a level 2 qualification
- 30% of staff are unqualified.

All staff have an enhanced DBS check (see DBS policy for information) and hold a paediatric first aid certificate (see first aid policy for certificates).

All practitioners are provided with a job description detailing the roles and responsibilities and all of the staff are given the opportunity to undergo relevant and continuous training in order to provide the best care possible.

#### **Induction training**

On commencement of employment, the nursery ensures that each employee receives induction training. This will include information about the emergency

evacuation procedures, safeguarding, child protection, the equality policy and any health and safety issues. (Please see induction policy for further information.)

**Supervision**

The nursery has organised and structured approach to supervision and continual professional development. Please see these policies for further information.

This policy was adopted by	Small World Nursery
On	13 <sup>th</sup> August 2019
Date to be reviewed	August 2020
Signed on behalf of the provider	
Name and role of signatory	Melanie Whitley (Nursery Manager)