

## Staff Development Policy

We value our staff highly at Sunny Socks. It is in the interest of the Nursery, the children and the individual staff member that employees are given the opportunity to develop their personal skills and to broaden their knowledge and skills in caring for children which should result in well-motivated staff and improved learning experiences for children.

### Procedures:

- Hold regular staff and team meetings;
- Encourage staff to attend external training courses where practical;
- Hold annual appraisals and regular staff supervisions;
- Identify individual training and development through self-evaluation and reviews;
- Set targets with individuals which must be agreed, achieved and recorded down;
- Develop an annual staff development programme addressing the qualifications and continuous professional development needs of the setting, as well as the needs of individual members of staff;
- Staff should appreciate and respect the motivational levels and ambitions of others.

It is also an expectation that all staff will evaluate their training and feed back to colleagues on their training experience, sharing ideas that will enhance practise.