



Mayville High School

Staff Qualifications, Training, Support and Skills Policy

We understand it is our legal responsibility under the Equality Act 2010 to ensure the fair and equal treatment of practitioners regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The daily experience of children in our early years setting and the overall quality of provision depends on all practitioners having appropriate qualifications, training, skills, knowledge, and a clear understanding of their roles and responsibilities.

We ensure that all staff receive induction training to help them understand their role and responsibilities. The induction training includes;

- information about emergency evacuation procedures;
- safeguarding;
- child protection;
- health and safety;

We support staff to undertake appropriate training and professional development opportunities to ensure they offer quality learning and development experiences for children that continually improves.

Supervision

We have a supervision programme for all staff who have contact with children and families. We provide support, coaching and training for practitioners and promote the interests of children. Supervision fosters a culture of mutual support, teamwork and continuous improvement, which encourages the confidential discussion of sensitive issues.

Staff have opportunities to;

- discuss any issues – particularly concerning children's development or well-being, including child protection concerns;
- identify solutions to address issues as they arise;
- receive coaching to improve their personal effectiveness;

First Aid

It is our policy to train all staff in paediatric first aid (PFA) and certificates are displayed in the entrance.

A qualified first aider is on the premises and available at all times when children are present, and must always accompany children on outings.

Training is renewed every three years and is relevant for all practitioners caring for young children.

Use of English

We ensure that staff have sufficient understanding and use of English to ensure the well-being of children in their care and that they are in a position to keep records in English, to liaise with other agencies in English, to summon emergency help, and to understand instructions such as those for the safety of medicines or food hygiene.

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July 2021