



## Kinellar Nursery

### **Staff Development Policy**

The Nursery highly values its staff. It is in the interest of the Nursery the children, families and the individual that each staff member is given the opportunity to develop their skills to their maximum and to broaden their knowledge and skills in caring for children.

External training and support is sought as appropriate to the needs of the Nursery and the children attending and to renew and update staff qualifications.

To facilitate the development of staff we:

- Promote teamwork through ongoing communication involvement to enhance nursery practice.
- Encourage staff to communicate ideas for change within staff meetings to develop ideas. Also regular Planning Meetings.
- Encourage staff to further experience and knowledge by attending relevant external training courses.
- Staff "Employee Annual Review" are carried out every year where objectives and action plans are set out, whilst sourcing training according to their individual needs.
- Offer ongoing support and guidance.

Updated April 2017/ Review June 2018.