



Training

Training

Our Nurseries recognise the importance of training as a key factor in the implementation of an effective equal opportunity policy. The nursery / out of school will strive towards the provision of equal opportunity training for all the staff.

We endeavour to train our staff to the highest standard; it is vital that all staff regularly update their knowledge and develop their practices:

- We encourage staff to complete courses whenever possible (nursery pays for noodle now for all staff members).
- Staff to cascade any new knowledge or practices to their peers.
- Regular staff meetings attended by all staff providing opportunities for training to be shared and passed on.

Staff working towards level 2,3 & 5 will receive assistance from management where possible, they will be budded with a member of staff if they are working towards their level 2,3/5.

All staff wishing to forward themselves for training will be encouraged, do not hesitate to discuss with management if you would like to complete any courses and they will consider all requests with seriousness.

All staff are signed up with Noodle now training, staff are expected to update their skills and complete any courses requested by management. They offer hundreds of online training courses which staff can complete, courses are filled with relevant, up to date knowledge which may be used to improve practice and develop knowledge.

All staff have a training file (PDF) which is kept on the office computer, in this we record all training which is completed and store relevant certificates.

Curriculum

The curriculum offered in the nursery encourages children to develop positive attitudes to people who are different from them. It encourages children to empathise with others and begin to develop the skills of critical thinking.

We do this by:

- Making children feel valued and good about themselves
- Ensuring the children have equality of access to learning
- Reflecting the widest possible range of communities in the choice of resources
- Avoiding stereotypes or derogatory images in the selection of materials
- Celebrating a wide range of appropriate festivals
- Helping children to understand that discriminatory behaviour and remarks are unacceptable
- Creating an environment of mutual respect and tolerance
- Ensuring that children whose first language is not English have full access to the curriculum and are supported in their learning
- Ensuring that the curriculum offered is inclusive of children with special educational needs and children with disabilities

Food

1. We will work in partnership with parents to ensure that the medical, culture and dietary needs of children are met this will be considered on the child's all about me visit and the nursery cook will be involved in this meeting. This may also involve the child needing a auto-injector pen.
2. We will help children to learn about a range of foods, cultural approaches to mealtimes and eating, and to respect the differences among them

Meetings

Information about meetings and activities will be communicated in a variety of ways according to individual needs (written, verbal and translated) to ensure that all parents have the information about access to the meetings.

This policy was adapted on:	Signed on behalf of the nursery:	Date for review
April 2021	Claire Smith	April 2022
April 22	Vicky Sheard	April 2023
June 2023	Vicky Sheard	June 2024
January 2024	Rebecca Barron	January 2025
January 2025	Rebecca Barron	January 2026
March 2026	Zoe Goodchild	March 2027
April 2026	Vicky Sheard	April 2027 (added info)
May 2026	Rachel Strong	May 2027