



Students Policy.

Our Nurseries are committed to sharing best practice with those wishing to pursue a career in childcare. Therefore, students will be welcome to join our staff and gain work experience within our nurseries.

We welcome the chance to encourage training; we accept student placements and recognize this as an opportunity to examine and review our own practice. Students are expected to be associated with a recognized child-related course, or on occasion pupils from local secondary schools on work experience. Placements will be offered after discussions with the appropriate tutors, and close links have been established with the college or school.

Students will attend a pre-visit to the nursery for an interview, followed by their student induction and nursery tour. At this point students will have the opportunity to read and discuss relevant Health and Safety policies.

1. Students will be always supervised by a member of staff assigned to them and will not be left alone with the children.
2. We require students to keep to our Safeguarding / Confidentiality Policy.
3. It is expected that during the student’s placement, their tutor will visit the nursery or have verbal feedback about the student’s progression.
4. Students will be offered support and guidance throughout their placement and offered constructive honest feedback in respect of their performance. Staff will respect individual students’ needs and abilities and will aid in their development.
5. An accurate evaluation of ability and performance for both students and training providers will be provided, and the nursery will support students who are experiencing difficulties with action plans if needed.
6. To maintain parent partnerships, parents will be informed of when students are present in the nursery in way of a parent’s notice board or a newsletter. Wherever possible this will be accompanied by a recent photograph of the student.

All students on placement must adhere to the same code of conduct as permanent staff and this also applies to timekeeping, and the dress code Confidentiality must be always upheld. Students are attached to a Early Years Practitioner who supervises their work and will explain the safety and fire requirements. All students are encouraged to contribute fully to the nursery routine and spend some time in each area. Students must not be left alone with children, and they should only be allowed to change nappies when supervised and the student must be over 17 years of age.

<b>This policy was adopted on:</b>	<b>Signed on behalf of the nursery:</b>	<b>Date for review</b>
September 2024	Vicky Sheard	September 2025
September 2025	Vicky Sheard	September 2026
April 2026	Vicky Sheard	April 2027 (added info)
May 2026	Rachel Strong	May 2027