



Staff Development

At Conker club we are genuinely, fully committed to encouraging each and every member of staff to develop their own full potential and to make the most of all their strengths and talents. It is important that staff as well as children have positive self esteem and know that they are valued and cared for.

Staff are actively encouraged to extend their own learning by attending courses and in service training. Everyone has their own particular interests and skills and by using these and developing professional expertise we believe that there will be greater job satisfaction and happy staff - all of which will directly benefit all the children in Conker Club.

Learning and Development may be achieved by one or more of the following forms and will be planned for and implemented as soon as possible following identification of the need.

- Training courses
- Reading -relevant magazine articles, leaflets and books
- Watching videos
- Job shadowing
- Mentoring -having a "buddy"
- Peer observation
- Visiting other settings
- Working on a delegated task
- Attending a conference, relevant meeting
- In-house training
- Cascaded training
- Networking with other professionals (e.g. at a training course)
- Internet -DFES, Ofsted & Sure Start etc)