**Continual Professional Development Policy (Sept 2025)**

**Policy Statement:** At Little Acorns preschool, we remain dedicated to delivering exceptional childcare by investing in continual professional development (CPD) for all staff members. This policy aligns with the revised Early Years Foundation Stage (EYFS, September 2025), emphasising ongoing learning, reflective practice, and professional growth.

**Importance of CPD:**

* We recognise CPD as crucial to maintaining excellent practice, enhancing staff knowledge, and adapting to evolving early childhood education standards and children's needs.
* CPD supports staff in delivering high-quality care, fostering confidence, competence, and professional innovation.

**Identifying CPD Needs:**

* Regular assessments, including performance evaluations, self-reflection, and feedback, identify individual and collective professional development needs.
* Areas for CPD encompass child development, safeguarding, inclusive practice, health and safety, behaviour management, and curriculum innovation in line with EYFS 2025.

**CPD Opportunities:**

* Diverse CPD opportunities, such as in-house training, external workshops, conferences, webinars, online learning, and professional literature, are actively promoted.
* Staff are encouraged and supported to access relevant external CPD aligned with their professional objectives and the setting’s priorities.

**Internal Training:**

* Structured internal training led by qualified professionals or experienced staff covers key EYFS 2025 areas including safeguarding, first aid, child development, inclusive practice, and curriculum planning.
* Peer-led sessions and collaborative learning opportunities foster shared expertise, teamwork, and reflective practice.

**Individual Professional Development Plans:**

* Individual professional development plans are collaboratively developed, clearly outlining specific CPD goals, learning objectives, and actionable steps.
* Plans undergo regular review, allowing for monitoring progress, providing targeted support, and refining objectives as necessary.
* Reflective practice is encouraged, enabling staff to integrate new knowledge and skills effectively into their daily work.

**Sharing Knowledge and Collaboration:**

* A collaborative culture encourages staff to regularly share insights, experiences, and best practices through team meetings, reflective discussions, and presentations.
* Staff contributions and achievements are recognised, valued, and celebrated, enhancing professional morale and community.

**Tracking and Documentation:**

* Comprehensive records of all CPD activities, including training certificates, attendance logs, are meticulously maintained.
* Staff maintain updated personal CPD records, ensuring accurate documentation and compliance with EYFS requirements.
* Continuous feedback from staff, parents, and external professionals informs ongoing improvements in CPD practices.

Signed: Chairperson  
Date: September 2025