The Lloyd Williamson Nurseries

CPD Policy 2026-2027

Updated by Ramona Cristea
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CPD Coordinators:

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The Lloyd Williamson Nurseries are committed to supporting every employee to reach their potential and achieve their personal goals, which in turn will assist the organisation to achieve its objectives.

Aims of the Policy

At LWN we believe that the opportunity to develop professionally and personally both improves standards and raises morale through personal and professional fulfilment and that this in turn assists recruitment and retention. All staff are entitled to equal access to induction at the nursery and continuing professional development. All members of the nursery community will have opportunities through performance management, appraisal and through other mechanisms to discuss their professional development needs.

To maintain effective CPD we will undertake regular reviews of our CPD. The emphasis of our CPD will be to improve the standards and quality of teaching and learning. CPD planning will be inextricably linked and integrated with the nursery's improvement plan and will be based on a range of information:

- The needs of the nurseries as identified through self-evaluation
- Issues identified through inspection and monitoring eg. OFSTED
- Performance Management
- Feedback from staff, children and parents
- Career wish lists from staff and appraisal meetings

Provision of CPD At Lloyd Williamson Nurseries

CPD provision will allow staff to develop skills and competencies progressively. Quality assurance mechanisms will ensure that nurseries access training provision of a consistently high standard. To ensure that there are effective links to nursery improvement and self-evaluation, the SMT will ensure that CPD maintains a high profile throughout the year. We are proud of the quality of teaching and learning and its impact on the self-esteem of the children and morale of the staff. We are committed to disseminating good, successful practice that supports and improves teaching and learning throughout the nursery. CPD processes will be designed to widen participation, maximise inclusion and minimise bureaucracy. The nursery will participate in initiatives and projects which can be shown to have a positive impact on staff development, represent good value for money and be accommodated within the financial and staffing constraints of the nursery. We require all employed members of staff to participate in online training provided by EduCare / TES.

Leadership and Management of CPD

The Senior Management Team is responsible for identifying the CPD needs of the staff. The SMT will discuss priorities and the likely financial implications of addressing these needs. There should be robust, transparent arrangements for accessing CPD that are known to all staff. There will be arrangements for annual discussions between the senior managers to include:

- Needs and aspirations of all staff
- Methods of accessing CPD provision including appropriate funding
- Ways of disseminating the training

This will be combined with the Performance Management process.

Planning for Effective CPD

CPD will be planned to balance use of resources with the aspirations and interests within staff. CPD opportunities will aim to meet the following criteria:

- Identified needs of the individual and the nursery
- Good practice that supports improved teaching and learning outcomes
- Respect inclusivity and diversity in all areas
- Training is provided by professionals with appropriate experience, expertise and skills
- Training will follow an agreed programme when dealing with emerging issues
- Training will make effective use of resources, particularly ICT • Training will be provided in accommodation which is fit for purpose with appropriate equipment
- Training will provide value for money
- We will monitor the quality of provision through effective monitoring and evaluation systems including seeking out and acting on user feedback

The Range of CPD activities

To meet the needs of staff and to maximise the impact on teaching and learning within the nursery a range of approaches to CPD will be used. These CPD approaches will include, where appropriate:

- Attendance at a course or conference
- In-house training using the expertise available within the nursery, eg. team teaching, skills in observation, sharing existing expertise.
- Nursery-based work through accessing an external consultant/adviser or relevant expert such as an advanced skills or lead teacher, model and demonstration lessons
- Nursery visit to observe or participate in good and successful practice, eg. visit to another nursery with similar circumstances.
- Online based learning from Educare
- Research opportunities
- Distance learning, eg. relevant resources, training videos, reflection, simulation
- Job enrichment/enlargement, eg. a higher level of responsibility; job sharing, acting roles, job rotation, shadowing.
- Coaching and mentoring – receiving or acting in these roles, acting as or receiving the support of a critical friend, team building activity
- Partnerships, eg. with a colleague, group, subject, phase, activity or nursery-based; team meetings and activities such as joint planning, observation or standardisation, special project working group, involvement in network or partnerships.
- Creating an improved learning environment within the nursery

Recording and disseminating

Staff are expected to share relevant professional development with the nursery community. After attending CPD, participants complete an evaluation form. The staff member and the CPD Coordinator plan how to best share information with colleagues, such as distributing papers or holding sessions at staff meetings. CPD Coordinators track training records, ensure equal access for all staff, and manage any follow-up actions as needed.

Assessing the impact of CPD

An annual review of CPD undertaken will take into account the benefits to:

- Children's attainment
- Improved teaching and learning
- Increased pupil understanding and enthusiasm
- Increased staff confidence
- Increased evidence of reflective practice
- Recruitment, retention and career progression and promotion of staff

To conclude, the Lloyd Williamson Nurseries' CPD Policy demonstrates our commitment to continuous improvement, professional growth, and the cultivation of a vibrant learning environment. By prioritising staff development and fostering a culture of collaboration and reflection, we ensure that every member of our community can achieve their potential, enhancing the standards and experiences within our nurseries.

Updated: October 2026

Lucy Meyer - Director