

Training Pathway for Nursery Staff

Level 1 staff: Ancillary staff such as caretakers and those without direct contact with children.

Level 2 staff: Those who have contact with children but will not carry safeguarding responsibility

Level 3 staff: Those with particular specialised responsibility for safeguarding children contributing to safeguarding assessments and plans such as nominated/designated persons.

Level 4 staff: Managers and supervisors of Level 3 staff. i.e. those with responsibility for supervising or guiding staff in safeguarding processes such as the designated or named professionals.

Team composition: this differs with each private and voluntary nursery

		Comments
1	<p>Level 1</p> <p>All nursery staff to complete the e learning programme on the DSCB website within one month of starting employment (their induction period). This includes ancillary staff who may be present in the setting at the same time as children. Staff can undertake the training alongside each other and print off a certificate.</p>	All staff who have contact with children are level 1 staff.
2	<p>Level 3</p> <p>Within each nursery the nominated person/s should attend the Everybody’s Business course within one year. The proprietor/chair of the committee should attend the Everybody’s Business course within two years.</p>	Each nursery should have at least one nominated person and a back- up/deputy nominated person.
3	<p>Level 4</p> <p>The manager/proprietor/chair of the committee should attend the Managing Allegations course within 2 years of holding their position.</p>	Within each nursery at least one person should have attended the managing allegations course (in case the allegation is against the nominated person.
4	<p>Level 2</p> <p>For staff working with the under 2’s including the leader/manager they should attend a safeguarding infants course within the first six months. These staff should then disseminate the information to the rest of the nursery within six months of attending.</p>	
5	<p>Level 3</p> <p>The nominated person should attend one of the following relevant courses every 3 years: Child Protection Conferences, Working with Resistant Families, Child Sexual Abuse, Alcohol and Substance Misuse, Neglect, Safeguarding Disabled</p>	

	children and Safeguarding Black and Ethnic Minority Children. This training forms part of continuous professional development. It is not advisable for the nominated person to simply repeat the same course.	
6	Level 3/4 Nominated persons have the option of becoming an Early Years Champion which entails assessment, training and regular attendance at Early Years Support Group meetings.	
7	Level 3/4 Nominated persons can also access the Single Agency Training the Trainer course (Level 3/4). This will provide them with the materials to deliver the Everybody's Business course within their agency.	

Contribution to Derby SCB training –

Rachel Gilbert from Orchard Nursery has been an active member of the DSCB Training pool for many years and also carries out audits within nursery settings. Staff who have completed the single agency training the trainer course would be welcome to apply to join the training pool and could then access the City and Guilds training the trainer course.