



Thorner's Church of England VA Primary School **Fledglings Pre-School** **Mentoring Policy**

At Fledglings Pre-School we believe in training and developing staff to develop quality Early Years Practice. To ensure quality we will require staff to assist in the development and training of each other. Each member of staff will have a mentor to support their professional development. The following standards will ensure that both the mentor and the staff member are working towards reflective practice and professional development.

- Staff and mentors will have respectful regard for each other's ideas, thoughts and concerns, respecting time keeping, teamwork and collaboration working in an equal opportunities environment.
- The mentor will help identify needs for additional professional development and support colleagues to do likewise.
- The mentor will help to ensure colleagues have time and access to resources needed to help them with their development and training needs. If necessary, they will discuss with the Manager or Headteacher any issues concerning the support for the member of staff.
- The mentor will help, lead and support colleagues in the review and evaluation of practice at least three times during an academic year.
- The mentor will help to link learning to other professionals and programmes to support staff members in their on-going professional development.
- In addition to the above the manager will ask about training and development within supervision time which is every six weeks/ half term.

In accordance with the Equality Duty we seek to ensure that all pupils achieve their best, according to their capabilities and regardless of their special needs, disability, gender, race, culture, social, economic, ethnic, religious background and denominational diversity.

Thorner's CE VA Primary School recognises that the welfare of the child is paramount and takes seriously its responsibility to safeguard and promote the welfare of the children and young people in its care.

Date adopted by Governing Body: September 2017

This policy will be reviewed and updated annually or as and when deemed necessary.