

Managing in Context

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John is Manager at a newly opened nursery, he is new both to the post of Manager and to the area. He has worked within the early years and childcare field for several years, starting as a volunteer and undertaking training while in post. He felt it was the right time to take on the role of Manager. He is very confident in his practice but a little unsure about his legal responsibilities under the Early Years Foundation Stage.

John contacts his local authority for advice and support to assist him in his new role. The Early Years Consultant arranges to visit him to discuss his needs and explain the various levels of support available to him. She takes along the training programme that the authority produces and highlights to John some of the training he may find beneficial to undertake. One of these being the ILM (Institute of Leadership and Management) which the Consultant feels John would benefit from, being new to management.

The Consultant talks through the EYFS with John identifying with him the legal requirements of both the Learning & Development and the Welfare sections. He has inherited a set of policies and procedures that the proprietor has provided from another setting they own, however the Consultant advises John to work through these to ensure they are up to date, meet the current requirements, they are pertinent to the setting and that they have a review date. She also suggests that he make time at staff meetings to review these with all staff as it is important that they all own them.

The Consultant discusses with John the requirements of the Suitable Persons Interview (SPI) that he will have with an OFSTED Inspector and advises him to ensure he is well aware of the responsibilities the EYFS places on him and that he is confident in his understanding of the EYFS.

John discusses his planning with the Consultant showing her examples of what he has used previously; she supports him in looking at the requirements and helping him see what he needs to be developing. John is very keen to ensure that his nursery is providing the best quality environment possible but appreciates that being new to the post he may need support to achieve this. With the Consultant, he draws up an action plan looking at all the areas they had discussed and what John needs to have in place to develop his setting. The Consultant also gives him a training template for tracking staff qualifications and training to ensure they have a broad mix of knowledge and qualifications across the setting, so that he is aware of when any mandatory training is due for renewal. She then makes another appointment to see John the following half-term to monitor how he is progressing

Reflective questions

- When were your policies last reviewed?
- Have you an action plan in place to assist you in implementing the delivery of the EYFS?
- Do you complete a training plan; are you aware of qualifications and training across your setting?