



Quality of Teaching Policy

Our ethos is about providing a home from home, loving and secure environment, delivering the highest levels of Care and Education for all.

Utilising Maslow's hierarchy of needs we understand that children first require their physical needs to be met such as shelter, warmth, and hunger needs, we provide a stimulating safe environment, we have regular snacks, drinks on offer and nutritious meals. We then spend copious time ensuring their emotional needs are met through sensitive key people and exemplary staff, who know children and families well. At our very core we strive to provide children with the skills needed for life readiness.

Confidence, resilience and independence and if we can give every child that secure base with these imperative skills that come through our door then we believe we are definitely on the right track! Our routine is the back bone of our ethos as is the quality of teaching delivered by every practitioner.

In line with our requirements to ensure that we deliver the highest levels of quality care and education staff members will be **observed at least once per full term** and also be part of larger twice termly room observation. These may be formal written observations or 'snap shots'.

The focus of the observation will be on **quality of teaching** and the impact on the children in our care.

Staff members will be graded on their performance and the grading will follow the markers set out in the Evaluation Schedule under 'How well provision meets the needs of the range of children who attend'.

The markers will be:

- **OUTSTANDING, GOOD, REQUIRES IMPROVEMENT OR INADEQUATE.**
- **Outstanding** is the gold statement.

- If you '**Require Improvement**' staff will have another observation in the next few weeks. If you receive **another ' Requiring Improvement' or below** you will be given one final chance to improve. If you **receive another 'Requires Improvement' below** you will receive a **verbal or written warning** in line with our disciplinary procedure (this will be without prior notice).
- If you receive an '**Inadequate**' you will be observed once more, if you receive '**inadequate**' again you will receive a **verbal or written warning** in line with our disciplinary procedures (this will be without prior notice).
- Please note that on receiving a verbal followed by a written warning, staff will receive a final warning before being dismissed from employment here with Bearhugs Nurseries Ltd.
- After each '**Requires Improvement**' or '**Inadequate**' staff will be given clear pointers on what we expect to see in order to bring teaching up to a '**Good**' level according to the **Ofsted Evaluation Schedule**.
- This process will be monitored closely to ensure effectiveness and consistency.

We strive hard to support all staff so every opportunity will be given on how and where improvement needs to happen as we are committed to continually raising our provision to the highest levels.

- For more information please see our disciplinary procedure.

Signed on behalf of Bearhugs Nurseries Ltd by:

Manager/Owner

Date: 1st May 2020

Review Date: 1st May 2021