

# Little Cubs Academy

## The learning and development requirements

### Operational Policy

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#### **Ethos and Aims of Little Cubs Academy**

At Little Cubs Academy, it is our aim to provide care and an early learning environment, which is tailored to each individual child’s needs, in safe, secure, happy and relaxed surroundings. We adhere to The Early Years Foundation Stage.

We provide a place for a child to develop a strong sense of belonging and to build their self- esteem and confidence through encouragement to reach their full potential socially, physically and intellectually.

It is our aim to employ Early Years Teachers who are qualified in Early Years and with a high regard to their own professionalism, who wish to continue their personal development through INSET courses plus continually updating their skills and keeping abreast of new ideas and developments. We carry out annual appraisals and regular performance reviews, which enable us to identify ongoing training requirements.

Our staff are deployed to cover the correct ratios in each area of the Setting. This ensures that the children’s needs are fully met as their safety and security is of paramount importance.

Our setting is sectioned into age groups, with each area of the building catering for specific needs with appropriate equipment and facilities to promote children’s independence, confidence and intellectual growth. We regularly evaluate our practices and make adjustments where necessary.

We look on parents/carers as partners and have an open-door policy; the child’s parent/carer can phone, visit or stay at any time. Each child is allocated a Key Person. The Key Person will build a positive and secure relationship with each child.

<b>Review Date</b>	<b>Name</b>	<b>Position</b>	<b>Signature</b>
16.4.20	Ingrid Bard	Operations Manager	<i>Ingrid Bard</i>