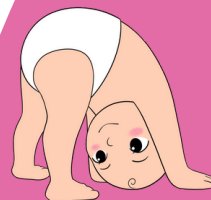




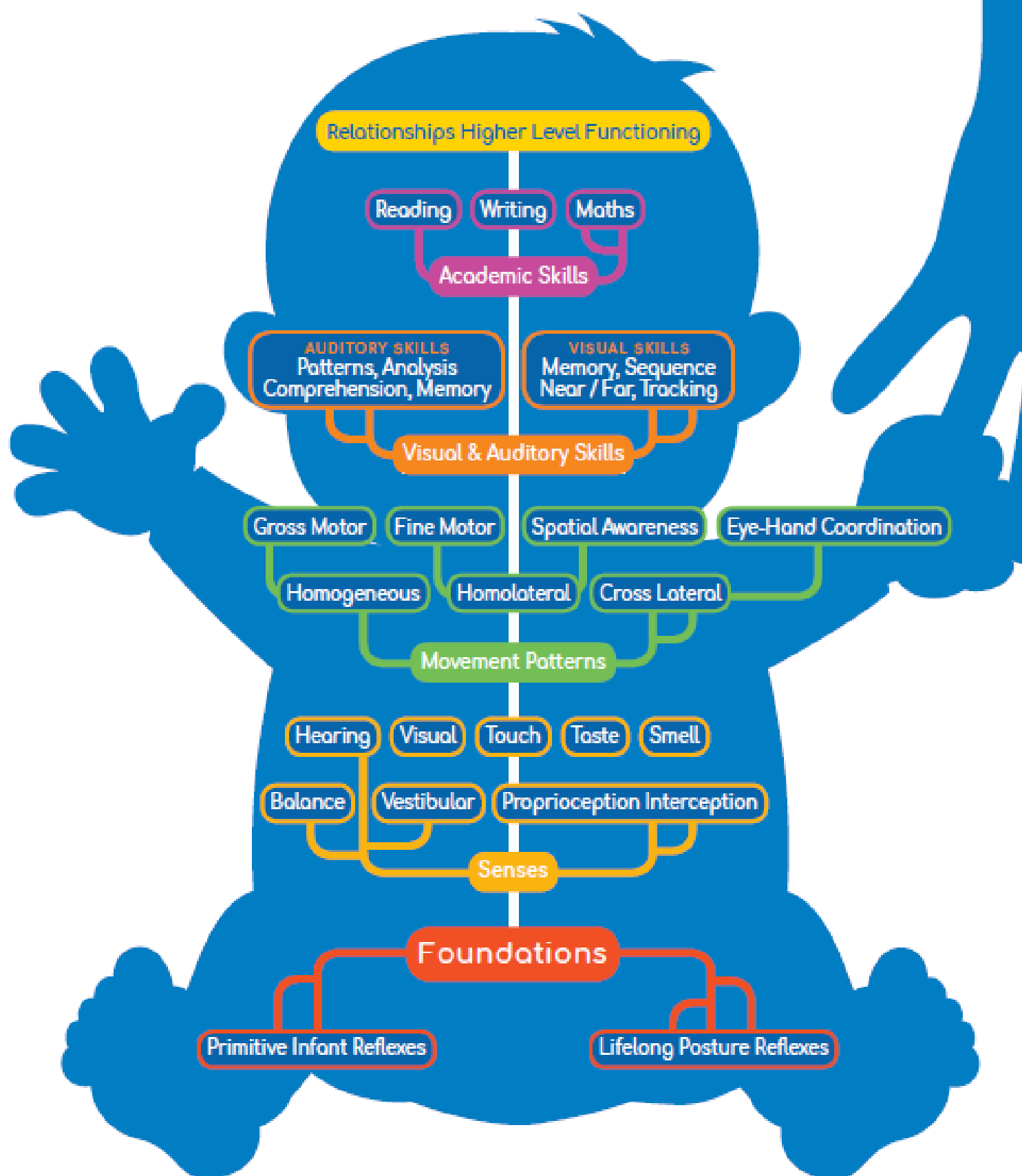
Staff Development Training (CPD)

PROSPECTUS



Baby College
CPD

DEVELOPMENT OF LEARNING



INTRO

Baby College® Staff Development Programme: Upskill your team, elevate enrichment, benefit your families



Are you grappling with the ever-evolving challenges of nursery staff recruitment, experience and skills levels and therefore struggling with meeting increasing parental expectations?

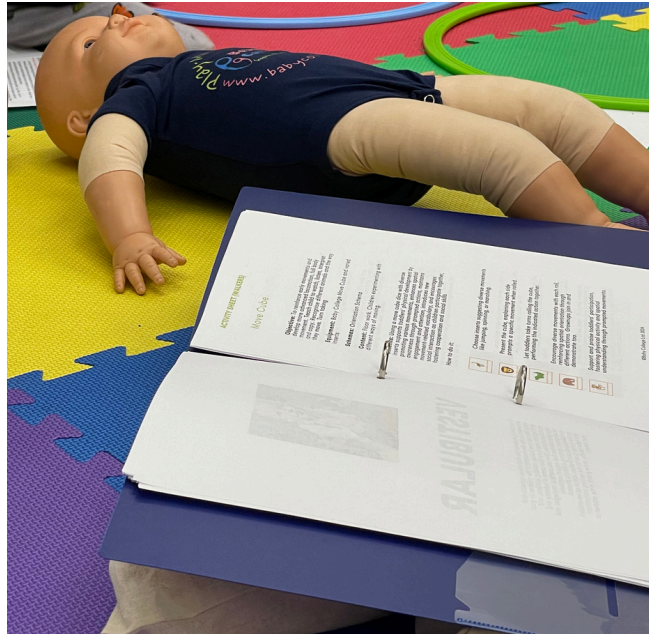
Would you like to offer the highest standard of education and enrichment for your early learners?

Let us help you gain a competitive edge with the **Baby College® staff development programme**, boosting your nursery's commitment to quality in early childhood education. Inspire your staff and boost your reputation for excellence.



WELCOME

Meeting the challenges in 2025



Nurseries face several common challenges at the moment, one BIG challenge is staff recruitment and retention, a shortage of well-trained applicants, and an increase in parental expectations for enriched childcare experiences.

We are therefore excited to introduce to you our **Baby College® staff development programme** which we have developed to help you to upskill and retain the best calibre of staff and meet your customers high expectations for the early education of their children in your care from a brand they recognise and trust.

Our aim is to educate your team about baby and toddler development, equipping them with the knowledge, skills, and confidence needed to excel in nurturing and educating children.

Through our flexible programme, we will provide a toolkit of activities tailored to enrich your nursery's current educational programme, ensuring the holistic development of every child in your care and deepen the understanding of early development for your staff.

Discover how Baby College® can empower your staff individually or as a team and enhance the quality of care and education provided by your nursery.

TESTIMONIAL

Average Feedback Score 96%

Our educators have thoroughly enjoyed the training sessions, which provide valuable insights into theoretical approaches while offering practical ideas for movement activities that foster children's holistic development. Clear connections to the Early Years Foundation Stage (EYFS) ensure that best practices are upheld, while thoughtful suggestions for home learning help strengthen the vital link between home and nursery, supporting parents along the way.

Gill Medhurst, Director, Nära Nurseries



ABOUT US

Baby College® (2000 - 2025)



25 years of experience and close collaboration with London and Oxford Universities

Baby College® is an established franchise committed to fostering early childhood development through educational programmes. With a wealth of experience, we are highly regarded for our award-winning classes and programmes for parents and babies since 2000. Additionally, our close partnerships with prestigious universities like Oxford and London ensure that our programmes are grounded in the latest research and evidence-based practices. Furthermore, as proud members of the British Franchise Association (BFA), we uphold the highest standards of professionalism and excellence in all our endeavours.



THE PROGRAMME

Why the Baby College® programme is unique?

With Baby College®, you and your team benefit from our unique ability to provide comprehensive staff training that merges extensive expertise in early childhood development with innovative teaching methods. Unlike conventional training providers, we offer a customised approach that empowers nursery staff with not just theoretical knowledge, but also practical skills and a toolkit of activities to enrich your childcare enrichment programme.



Benefits for your nursery



Enhanced staff competence: Equips nursery staff with comprehensive knowledge and practical skills in early childhood development.



Improved job satisfaction and retention rates: Boosts staff confidence and job satisfaction, leading to higher retention rates.



Exceed parental expectations: Provides a toolkit of activities to enrich childcare programmes, meeting and surpassing parental expectations.

FOR PARENTS

Confidence, Involvement and Continuity



Our programme incorporates parent involvement in this CPD programme, enhancing parent-nursery relationship. Every workbook highlights activities that can be shared with home to be continued and built on there.



Builds on Baby College®'s trusted brand, attracting parents to nursery who value the quality and rich content of the Baby College® programme.



Offers continuity for parents currently or previously attending Baby College® classes locally or online, ensuring seamless transition



The workshops and digital supporting materials feature weekly materials for parent communication, handouts on the topics and ideas that can be continued at home too - facilitating ongoing engagement



We aim to facilitate communication with childrens' caregivers to provide valuable insights and resources, enhancing parent understanding of nursery curriculum

MORE BENEFITS

For your nursery, your staff and your customers

- ★ Baby College® staff development programme will set your nursery apart from the competition
- ★ Appeals to parents seeking high standards
- ★ Investment in staff training demonstrates commitment to excellence and aids recruitment
- ★ Dedication to providing top-quality care and learning experiences
- ★ Parents value expertise of Baby College®-trained staff giving them the assurance that children are in capable hands



Testimonials

- ★ "Enjoyable session, led well, easy to follow - 10/10"
Pilot study Participant, Nara Horton
- ★ Overall training and satisfaction feedback score 95%,
Would you recommend to others? 100% **Nara Charlbury and Horton Nurseries**
- ★ "Our staff are very keen to have some more sessions with you" **Gill, Nursery Chain Owner**

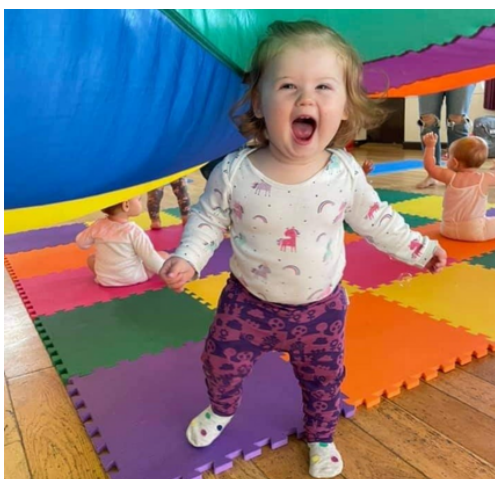


LEVEL 1

Baby College® Foundation Development
Essential Development knowledge for Nursery Staff

LEVEL 2

Baby College® Core Development Topics
Core fascinating development knowledge to enhance your setting, and level up staff training and job satisfaction



LEVEL 3

Baby College® Advanced Development Topics
More advanced topics to inspire your staff and activities to really set your enrichment programme apart from the rest

LEVEL 1

Suitable for...

Baby College® Foundations

Our level 1 workshops are suitable for nursery managers, room leaders, nursery nurses or practitioners. Anyone working directly with children from 0 to 4 in a childcare, children's activity or nursery management role.

Baby College® Foundation Development Modules

Module 1: Social Development

Explore social development, emphasising positive interactions and relationships among infants.

Module 2: Touch

Learn about the significance of tactile stimulation through the module on touch

Module 3: Learning Play

Integrate play-based learning activities to stimulate cognitive growth and sensory exploration in Learning Play sessions.

Module 4: Musical Development

Discover the role of music in infant development and practical strategies for incorporating music into daily routines in Musical Development.

Module 5: Milestones

Gain knowledge on recognising and supporting infant milestones in the Milestones module.

Module 6: Well Balanced Baby

Explore the balance of different stimulation and games for holistic development in the Well Balanced Baby module.



LEVEL 2

Suitable for...

Baby College® Core

Build on the topics covered in Level 1 with more advanced developmental topics and activities. Suitable for anyone who has completed Level 1 and more experienced practitioners or room leaders and managers.

Baby College® Core Development Modules

Module 7: Sensory Development

Explore sensory exploration and sensory integration, understanding how infants perceive and interact with the world around them and how the senses are linked.

Module 8: Listening and Concentration

Enhance childrens' listening and concentration skills through interactive activities and engagement techniques.

Module 9: Language Development

Investigate language development, including the importance of early language exposure and communication strategies.

Module 10: Creative Baby

Encourage creativity and imagination in children with activities that foster self-expression and artistic exploration.

Module 11: Nature vs Nurture

Delve into the debate of nature vs nurture, examining how genetics and environment influence child development.

Module 12: Emotional Development

Explore emotional development, understanding the foundations of emotional intelligence and strategies for supporting childrens' emotional well-being.



LEVEL 3

Suitable for...

Baby College® Advanced

Build on the topics covered in Levels 1 and 2 with our most advanced developmental topics and activities. Suitable for anyone who has completed Levels 1 and 2 and more experienced practitioners or room leaders and managers.

Baby College® Advanced Development Modules

Module 1: Vestibular

Explore the vestibular system and its role in child balance and coordination.

Module 2: Schemas

Investigate schemas, understanding how children organize and interpret their experiences.

Module 3: Brain Development

Examine brain development in infancy and early years, including key developmental stages and factors influencing cognitive growth.

Module 4: Reflexes

Study primitive reflexes, recognizing normal patterns and understanding their significance in motor development.

Module 5: Resilience

Foster resilience in children, exploring strategies to promote adaptability and emotional strength.

Module 6: Attachment

Understand attachment theory and its implications for infant-caregiver relationships and long-term development.



SECTION 1

Early Schemas: Watching, Reaching and Grasping



Babies and kids are like mini-scientists, always trying to understand how things work. Their actions—watching, grabbing, exploring—are their experiments, part of something called "schemas." These are like brain blueprints guiding them. Watching and following with their eyes is a schema for understanding movement, while reaching and grasping teaches them about interaction. Simple as they seem, these actions lay the groundwork for bigger ideas later on.

Watching (or 'Orientation') Schema: Babies gaze and follow things with their eyes to explore the world around them. This schema helps them understand movement, changes, and how things exist in space. It's like their way of figuring out what's happening and how different things relate to each other. This schema lays the groundwork for later skills like understanding cause and effect, tracking objects, and even developing spatial awareness.

Reaching and Grasping Schema: The reaching and grasping schema is all about how babies learn to use their hands and fingers. When they stretch out their little arms to grab things, they're not just randomly reaching—it's a way for them to understand how their actions can affect the world. As they grasp toys or objects, they're learning about shapes, textures, and how to control their movements. This schema helps them develop fine motor skills, hand-eye coordination, and the understanding of object permanence (knowing that things still exist even when they can't see them). Both of these schemas might seem simple, but they're crucial for a baby's development. Watching and exploring with their eyes and hands are their ways of making sense of the world bit by bit.

ACTIVITY SHEET (BABIES)

Tummytime with Crocodile

Objective: To encourage eye tracking from l to r (reading skills) and near/far; encourage smooth head movements and lifting of the head; developing muscles; concentration, reaching for moving object. Visual-auditory loop

Equipment: Baby College® Crocodile or other noisy pull along toy

Schemas: Watching and Reaching

Content: Tracking of a moving visual and auditory stimulus.

Benefits: Practising gaze, visual development, hand-eye coordination. Social interaction, language and body awareness

How to do it:



Place babies comfortably on their tummies, using blankets or cushions for support if needed.



Using your clickety pull-along toy crocodile (you find the crocodile particularly engaging). Guide it from the babies' left to right, encouraging them to follow its movement and the noise. Go slow for little ones and repeat.



Use baby's name, and lots of encouragement as the crocodile moves. Babies starting to move may reach and follow the crocodile across the floor



help babies to track the crocodile's left-to-right movement, helping them develop early visual skills in the direction for reading and writing



VESTIBULAR

Vestibular Adventures: Exploring Movement and Development

This training explores the vital role of balance and movement in the development of the children in your care. Discover how babies, crawling toddlers, and walking little ones hone their sense of balance and spatial orientation. Dive into practical strategies and engaging activities that support vestibular development, nurturing children's physical confidence and coordination. Join us as we embark on this journey to enrich the learning environment and foster healthy, active growth in the children at your nursery.

SECTION 3

Enclosing, Positioning, Trajectory, Rotation and Orientation Schem



In walking toddlers, schemas are foundational mental patterns shaping how they explore. Through actions like watching, grabbing, arranging toys, and exploring movement, they're constructing mental frameworks to understand spatial relationships and movement dynamics in their environment.

Enclosing Schema: Kids exploring this schema love putting things inside other things or creating boundaries. It's like they're understanding containment and creating spaces, like hiding toys in boxes or building forts.

Positioning Schema: Children with this schema are all about arranging and organising things. They might line up toys or group objects by size or colour, understanding how things relate to each other in space.

Trajectory Schema: Kids fascinated by trajectory love exploring how things move through space—throwing, dropping, or rolling objects to see where they go and how they get there.

Rotation Schema: Children with the rotation schema enjoy spinning, twirling, or turning objects. They're fascinated by circular or spinning movements and exploring how things change when they're rotated.

Orientation Schema: This schema is about how children explore their environment by watching and following with their eyes. It helps them understand movement, changes, and spatial relationships.



WORKSHOP FEEDBACK FORM

On a scale from 1 to 10, how well did the training session clarify the concept of schemas in child development?

Which activity or activities did you find most helpful in illustrating schemas, and why?

Rate your confidence in implementing schema-based activities in your nursery, from 1 to 10.

What specific support or resources would assist you in integrating schemas more effectively into your daily practices?

On a scale of 1 to 10, how clear were the explanations and demonstrations of the activities during the session?

What improvements would you suggest to enhance the effectiveness of future training sessions?

Rate, from 1 to 10, your likelihood of incorporating the learned schema-based activities into your practice

Any further feedback or suggestions?

How likely are you to recommend this training to others? (on a scale of 1 to 10)

CERTIFICATE

OF COMPLETION OF NURSERY
TRAINING MODULE

SCHEMAS

Schema Explorers: Nurturing Learning Through Patterns

presented to

EXAMPLE
module certificate
www.babycollege.co.uk
Play.Move.Feed



10th January 2025

DATE

Bea Waterfield

SIGNATURE

FLEXIBLE OPTIONS TO SUIT YOUR SETTING

PRICING GUIDE

INDIVIDUAL

£899*

Full Level Course (1, 2 or 3)

1 student

6 x 2 hour sessions

Level Accreditation and Certification

GROUP

£1499*

Full Level Training as a small group

Up to 3 students. 6 sessions

additional places at a pro-rata rate

Level Accreditations and Certification

MODULAR

£299*

2 hour Module Workshop of your choice

Up to 3 students

additional places at a pro-rata rate

Workshop completion certificates

*These are guide prices (please discuss with your local Baby College Trainer).

All participants receive workbooks and activity sheets, digital resources (original music, printable activity sheets with lifetime licence and parent information and graphic resources) and certificates. Training delivered at your setting (online training also available). Please contact us to discuss your requirements. All prices are inc VAT.

CONTACT US

TO DISCUSS YOUR REQUIREMENTS PLEASE

CONTACT

Local trainer:

Email:

Tel:

Alternatively visit our website to find your nearest Baby College nursery trainer or contact us at Head Office below



Contact details for Baby College® Head Office: office@babycollege.co.uk