

# Polasaithe

## Naíonra Céimeanna Beaga

### Polasaí 42: Polasaí Cáilíochta agus Traenála Foirne / Staff Training Policy



Gleann Aibhne,

Br. An Ghoirt,

Inis,

Co. an Chláir.

Stiúrthóir: Katie Uí Chaoimh, Fón: (086) 2114881

r-phost: [naionragmc@gmail.com](mailto:naionragmc@gmail.com)

Suíomh gréasáin: [www.gmci.ie/naionra](http://www.gmci.ie/naionra)

Version	1.0
Date	Nov 2018
Policy Number	Policy Number 42
Owner	Naíonra Céimeanna Beaga
Validity and document management	<p>This document is valid from Nov 1 2018.</p> <p>The owner of this document is the Owner / Manager, who must check and, if necessary, update the document at least once a year.</p> <p>This policy was adopted by Naíonra Céimeanna Beaga on 1 Nov 2018.</p> <p>Signed by: <i>Katie Uí Chaoimh</i>; Príomh Stiúthóir on behalf of Naíonra Céimeanna Beaga</p>

## 1. Polasaí Cáilíochta agus Traenála an Naíonra:

Is é aidhm an Naíonra seirbhís chúram leanaí d'ardchaighdeán a chur ar fáil do gach páiste. Beidh caighdeán an Naíonra ag brath ar chaighdeán na foirne ag obair sa tseirbhís. Is é an eochair do chaighdeán foirne ná traenáil – treanáil aitheanta, bunthraenáil, traenáil inseirbhíse agus leanúnach. Tá caidreamh agus idirghníomhaíochtaí mar dluthchuid de Naíonra ar ardchaighdeán.

- Tá céim oideachais ag gach príomhstiúthóir i.e. leibhéal 8, chomh maith le buncháilíocht i gcúram leanaí (Dianchúrsa Fhorbairt Naíonraí Teoranta).
- Is cúrsa riachtanach é Dianchúrsa FNT: An Cháilíocht Stiúthóra dóibh siúd atá ag iarraidh feidhmiú mar Stiúthóirí Naíonra, le tuiscint chuimsitheach a thabhairt dóibh ar a bhfuil i gceist le Naíonra a bhunú agus a bhainistiú (le tréimhse cleachtadh oibre i Naíonra aitheanta ag gach ball den fhoireann).
- Tá Teastas Céad Cabhrach suas chun dáta ag gach ball den fhoireann.
- Tá an Naíonra meáite do fhorbairt phroifisiúnta leanúnach na foirne agus spreagtar iad chun glacadh le deiseanna traenála go rialta.
- Cuirtear traenáil inseirbhíse ar fáil ar bhonn rialta chun an fhoireann a choiméad ar an eolas agus suas chun dáta i gcúrsaí cúram leanaí.
- Spreagtar an fhoireann chun freastal ar sheimineáir agus ar chomhdhálaíochtaí chuí.
- Spreagtar agus tugtar deis don fhoireann freastal ar thraenáil aitheanta chun cáilíochtaí ag leibhéal 5, 6, 7 & 8 CDBO (Comhairle na nDámhachainní um Breisoideachas agus Oilúna) a bhaint amach.
- Beidh duine den fhoireann tar éis freastail ar an gClár Cosaint Leanaí faoi stiúir an Bhoird Sláinte.
- Is féidir teastais foirne a inniúchadh sa Naíonra.

[Polasaithe Naíonra Céimeanna Beaga - Polasaí Earcaíochta agus Roghnaithe / Recruitment and Selection Policy 2](#)



## 2. Staff Training Policy

The Naíonra aims to provide a quality childcare service through Irish for all children. The quality of the Naíonra will depend on the quality of the staff working in the service. The key to staff quality is training – both accredited long-term and in-service training. Relationships and interactions are also a crucial part of a quality Naíonra service.

- Each príomhstiúthóir has a degree in either primary school teaching (level 8) and / or Naíonraeducation, as well as Fobairt Naíonra Teoranta’s childcare course!
- Each staff member has a basic childcare qualification, i.e. Fobairt Naíonraí Teoranta’s Dianchúrsa: An Cháilíocht Stiúthóra intensive training course followed by a period of work experience in a recognised Naíonra.
- Staff have also got an up-to-date First Aid Certificate.
- The Naíonra is committed to the ongoing professional development of its staff and they are encouraged to avail of training opportunities on a regular basis.
- In-service training is made available on a regular basis to keep staff informed and up-to-date. Staff is encouraged to attend relevant seminars and conventions.
- Staff are facilitated and encouraged to attend accredited training so that they can achieve higher level qualifications, i.e. FETAC levels 5, 6, 7 & 8.
- A member of staff will have attended the Child Protection Programme “Children First” under the direction of the Health Board.
- Staff certificates/qualifications are available for inspection in the Naíonra.