



Training Programme 2020

How to book

Booking information

To book onto these events, please use the applicable URL and book through the Eventbrite booking system. You might need to cut and paste the link into your search browser.

If you do not receive an email/ticket confirmation following your booking, your booking has not been successful or you have been placed on the waiting list.

New franchisees

You are required to attend all mandatory listed training sessions if you are going to be the Nominated Person with Ofsted. Please select which date suits you best.

If your role is not the Nominated Person, you are welcome to attend any of the sessions or select the sessions on which you will oversee alongside the Nominated Person.

New nursery management

If you are a new member of management (Manager and Deputy), you are required to attend all mandatory listed training. Please select which date suits you best.

Any questions, please feel free to email training@bananamoonfranchise.com

Training sessions: Terms and conditions

Manage your booking

You must manage your booking through the Eventbrite system.

Any questions, please email training@bananamoonfranchise.com

There will be some training sessions that are limited to a maximum of two attendees per nursery to allow all of the nurseries to participate.

Fees

All Banana Moon training sessions are free of charge. Refreshments will be provided. Delegates are required to bring their own lunch – there is a retail park nearby.

Breaks

A 30-minute break will be given for sessions finishing at 2.30pm and a one-hour break will be given for all full-day sessions.

Non-attendance

If you fail to attend the course on which you are booked for without giving prior notice to Head Office via the Eventbrite system, you will be charged £25.00.

Cancellation

Where circumstances dictate, Banana Moon Head Office reserves the right to alter published programmes, trainers and venues. In the event of a session being cancelled, at least 24 hours' notice will be given and an alternative date will be made. If you are no longer able to attend, then you must use the Eventbrite system to cancel the booked place. This must be done at least 48 hours prior to the session taking place, so your place can be offered to another nursery. If attendees do not cancel their place in sufficient time, this will incur a charge of £25.00.

Lateness

Banana Moon may ask you to leave if you arrive late as you will miss key elements of the training. It is advisable to notify Banana Moon as soon as possible if you are arriving late due to unforeseen circumstances.

Venue

Banana Moon Head Office in Warwick is the main training venue. However, if there is a different venue, this will be detailed in the venue column within the training programme.

Contribution

When attending training please ensure staff are fully prepared to participate and contribute to the training session. Our training sessions are very interactive and in order for staff to get the most out of the training we need staff to be prepared to share what good practice they carry out in the nursery and also use the session to find solutions for things that aren't working within the nursery.

Dress code

You do not have to wear Banana Moon uniform. Dress code is smart/casual clothing. Due to variable temperatures of air-conditioned rooms, layers are advised.

Mobile phones

Mobile phones are not to be used during training. However, we do allow all delegates to take important phone calls and therefore phones can be put on silent.

Conduct

Banana Moon reserves the right to ask any delegate to leave the training session if their conduct is deemed unacceptable. You are expected to represent your nursery and Banana Moon in a positive manner at all times. If your behaviour is considered to be inappropriate in any respect, you will be asked to leave the training session and this will be reported to the relevant Nursery Director.

Banana Moon training material must be treated with respect and our confidentiality protected at all times. All training material is distributed in good faith in that it will be used correctly and contained within the nursery or office.

Mandatory training for all franchisees, Managers and Deputies

Getting to Know the Banana Moon Systems

This is a session to cover key Banana Moon systems linked to policy, procedures and documents. The session will cover the following:

- Exploring new family systems and documents
- Employee operations
- Kitchen and food operations
- Room operations
- Management operations
- Health and well-being operations including health and safety.

This session is mandatory for all new Managers and Deputies and a refresher for existing management personnel.

Training audience – Directors and management

Date available – 2nd March 2020

[Book here](#)

Safer Recruitment and Getting it Right First Time

This training supports all Managers and Directors to understand the roles and responsibilities in recruiting your staff, including:

- How to recruit following the Banana Moon procedure
- How to review applicants discussing DBS checks and qualifications
- Getting the most out of interview situations
- Ensuring that legal obligations and statutory requirements are being adhered to
- How to induct your staff
- How to support, mentor and coach staff
- Effective use of staff performance management
- Staff well-being.

Training audience – Directors and management

Date available – 9th March

[Book here](#)

An Introduction to Safeguarding

A session to allow franchisees and members of management teams to gain an understanding about safeguarding. The session will cover:

- EYFS safeguarding and child protection requirements
- Legislation and national policy underpinning safeguarding procedures
- Prevent Duty 2015
- Suitability and disqualification
- Types of abuse and neglect, including safeguarding in the wider context
- Managing disclosures of abuse
- Allegations against staff, management and Directors
- E-safety, mobile phones and social media
- How to promote good safeguarding practices.

Training audience – Directors and management

Date available – 26th March

[Book here](#)

Leadership and Management

This session is aimed at members of management and franchisees, as it covers:

- 'Leadership' and 'Management'; what is the difference?
- What does effective leadership and management look like in the Ofsted Common Inspection Framework?
- Supervision, coaching and mentoring staff to promote good and outstanding practice
- Continued professional development programmes
- Tackling underperformance
- Staff deployment
- Managing staff attendance
- Monitoring of educational programmes within the nursery
- Partnerships with other settings
- Early years pupil premium and additional funding.

Training audience – Directors and management

Date available – 3rd March

[Book here](#)

Working with the Under-twos

This session will support all Under-twos practitioners to develop best practice and improve outcomes for the children in their care. We would recommend that your Under-twos Room Leaders or other Named Person attends this training.

The session will cover:

- Developing an enabling purposeful environment for the Under-twos with the three prime areas being at the centre
- Reviewing the role of the Key Person and implementing strategies to promote positive attachments
- To ensure that the statutory requirements of the early years foundation stage 2017 is adhered to
- Looking at different theories relating to play, learning, development and schemas and how these link to practice
- To gain a better understanding of child development when working with the Under-twos
- How to develop and collect materials to make treasure baskets
- How to bring creativity into your Under-twos room
- Developing and enabling a purposeful environment
- To share practical ideas for appropriate activities for Under-twos.

Training audience – Directors, management and Under-twos room practitioners

Date available – 10th March 2020

[Book here](#)

Customer Service and Building Occupancy

Good customer service is at the core of every successful business. This session will enable attendees to explore their customer needs and expectations. Attendees will also develop the skills to communicate effectively, deal with challenges, manage problems and provide essential people skills that are at the heart of quality customer care.

With quality customer care being mastered, attendees will see how this aspect drives occupancy to reach its full potential.

During the afternoon session, attendees will be able to hear about and share practical ideas to build upon their nurseries' occupancy! We promise that by attending this session you will be able to go away having learned something new and will be able to build upon your occupancy!

Training audience – Directors and management

Date available – 17th March 2020

[Book here](#)

**Other sessions
available**

What it's Like to be Two

Understand what makes two-year-olds tick and give them the highest quality experiences. This session will help practitioners understand what it feels like to be a two-year-old. It will cover:

- Stages of child development for two-year-olds including speech, language and communication
- Positive behaviour management strategies
- Looking at the environment on offer to this age group of children and their routine.

A perfect session for any Toddler Room Leaders, Over-twos Room Leaders or practitioners working with two-year-olds.

Training audience – Directors, management and Mini Moons practitioners

Date available – 27th March 2020

[Book here](#)

Banana Moon Best Practice Workshop

A brand-new workshop session giving Managers and practitioners inspiration on several key areas within areas of good practice with the early years sector.

During the day the following areas of practice will be discussed:

- Risky play
- School readiness
- Loose part play
- Outdoor play
- Engaging boys
- Parent partnership.

These sessions will provide lots of opportunities for practitioners to network with other Banana Moon practitioners and leave the day with lots of inspiration to develop practice back in the nursery.

Training audience – Directors, management and practitioners

Date available – 9th April 2020

[Book here](#)

Banana Moon Curriculum Best Practice Workshop

A brand-new workshop session giving Managers and practitioners inspiration on the Banana Moon curriculum.

During the day the following areas of practice will be discussed:

- Inspirational activities and experiences for children
- Child-led activities and displays
- Effective routines
- Effective transitions
- Mark-making
- Maths
- Reflective practice
- British values and cultural capital.

These sessions will provide lots of opportunities for practitioners to network with other Banana Moon practitioners and leave the day with lots of inspiration to develop practice back in the nursery.

Training audience – Directors, management and practitioners

Date available – 14th April 2020

[Book here](#)

Expressive Arts and Creativity at Banana Moon

The session will give nursery staff lots of fun, creative ideas to develop expressive arts and creativity in the nursery environment. The session will cover:

- What do expressive arts look like in a nursery environment?
- Music and dance in the nursery
- Role and dramatic play in the nursery
- Creativity in the nursery environment.

Training audience – Directors, management and practitioners

Date available – 8th April 2020

[Book here](#)

Developing Confident and Effective Room Leadership

This training session will develop knowledge and skills for Room Leaders to support them to be successful Room Leaders. The training will cover the following:

- To review different leadership and management styles
- To understand the Room Leader's role within the nursery environment
- To explore how Room Leaders can effectively monitor the quality of teaching
- To develop strategies in preventing and resolving conflict.

Training audience – Directors, management and practitioners

Date available – 31st March 2020

[Book here](#)

Meeting the Needs of Every Child SEND and Behaviour Management

This training session will cover the following:

- To understand your responsibilities for children with SEND
- To understand what inclusive practice looks like
- To feel confident to support staff using SEND practices to meet the needs of every child
- Strategies for prompting positive behaviour
- The importance of a good role model and a purposeful quality learning environment
- You will examine behaviour theories and schemas and understand the reasons and triggers for challenging behaviours.

Training audience – Directors, management and practitioners

Date available – 2nd April 2020

[Book here](#)

