



Student Placement Policy

Updated September 2024

At Briar Dene Childcare, we welcome students from educational institutions who are pursuing studies in early childhood education and related fields. This policy outlines our approach to student placements to ensure a positive and valuable learning experience for students, while maintaining high standards of care and safeguarding for the children in our nursery. This policy applies to all students placed at Briar Dene Childcare, as well as staff, children, and parents. It is designed to guide the placement process, ensuring that students contribute positively to the nursery environment while adhering to our professional and safeguarding standards.

Purpose of Student Placements:

- The primary purpose of student placements at Briar Dene Childcare is to provide students with practical, hands-on experience in early childhood care and education. We aim to support students in applying theoretical knowledge in real-world settings while contributing to the quality of care provided to the children.
- Placements are also an opportunity for students to develop professionally, build their confidence, and gain valuable insights into child development and early childhood practice.

Selection of Students:

- Students are selected for placements based on their educational background, the specific requirements of their training course, and the needs of our nursery. We work closely with educational institutions to ensure that students are appropriately matched to our setting.
- Students must be enrolled in a recognised early childhood education program or a related field and meet any specific criteria outlined by the institution or governing bodies.

Induction and Training:

- All students will undergo an induction process upon starting their placement at Briar Dene Childcare. This induction will cover our nursery's policies, procedures, safeguarding practices, and expectations for professional conduct.
- Students will receive training in key areas such as child protection, health and safety, behaviour management, confidentiality, and any other relevant areas specific to their placement.
- Students will be assigned a mentor or supervising staff member who will guide and support them throughout their placement.

Roles and Responsibilities of Students:

- Students will work under the supervision of qualified staff and are not permitted to be left in sole charge of children. They are expected to support staff in various tasks, including assisting with childcare, facilitating activities, observing children's development, and providing general classroom support.
- Students are encouraged to engage with children but must always follow the guidance and instructions of their supervising staff to ensure the safety and well-being of the children.
- Students must always maintain professional behaviour, including punctuality, respect for children and staff, adherence to confidentiality guidelines, and appropriate communication with parents and staff.

Safeguarding and Child Protection:

- As part of our commitment to safeguarding, all students placed at Briar Dene Childcare must undergo appropriate background checks, including an enhanced Disclosure and Barring Service (DBS) check, where applicable. No student will be permitted to work with children without this check being completed.
- Students will be required to sign and adhere to our safeguarding and child protection policies. They must immediately report any concerns regarding a child's welfare to their supervising staff or the designated safeguarding lead at the nursery.

Supervision and Support:

- Students will be closely supervised by qualified staff throughout their placement. Regular meetings and evaluations will be held between the student and their mentor to provide feedback, assess progress, and address any concerns.
- Students will also receive opportunities for reflection on their practice and will be encouraged to discuss any challenges or questions they may have with their supervisor.
- Placement supervisors will ensure that students have clear learning objectives and goals, which align with their course requirements and developmental needs.

Confidentiality and Professionalism:

- Students are required to respect the confidentiality of all information concerning children, families, and staff at Briar Dene Childcare. Any personal or sensitive information must not be shared outside of the nursery setting, in accordance with our confidentiality and data protection policies.
- Students should also maintain a professional demeanour in all interactions, both with children and adults. This includes dressing appropriately, using respectful language, and acting as positive role models for children.

Assessment and Feedback:

- During and at the end of the placement, students will be assessed on their performance and development. This assessment will be based on their ability to meet the objectives set out at the beginning of their placement, as well as their contributions to the nursery environment.
- Students will be provided with constructive feedback from their mentor or supervisor, highlighting their strengths and areas for improvement.
- Educational institutions may also provide feedback on the student's progress and experience as part of their formal evaluation.

Involvement of Parents and Families:

- We ensure that parents are aware when students are placed in the nursery, and we encourage parents to engage with students in a professional and respectful manner. Students will not be left in charge of children or placed in situations that might cause parents to feel uncomfortable or uncertain about their role.
- If parents have concerns about the presence of a student in the nursery, they are encouraged to speak with the nursery manager to address any issues promptly.

Duration and Flexibility of Placements:

- The duration of student placements will vary depending on the course requirements. We strive to ensure that placements are flexible to meet both the needs of the students and the operational needs of the nursery.
- Should any issues arise during the placement (e.g., poor performance, misconduct), we will work with the student and the educational institution to address the matter. If necessary, placements may be adjusted or terminated in line with the institution's policies and our own standards.

The Student Placement Policy at Briar Dene Childcare is designed to ensure that students receive the support, training, and guidance they need to develop professionally while maintaining high standards of care and safeguarding for the children. We value the contributions students make to our nursery and aim to provide a learning environment that is enriching for both students and children.

Review of Policy:

This policy will be reviewed annually (September 2025), or as needed, to ensure that it remains relevant and effective in meeting the evolving needs of the children, families, and staff within the nursery.

Name:	Position:	Signed:	Date:
David Birkbeck	Owner		
Kayleigh Tydd	Director		
Greg Bamber	Nominated Individual		
Zoe Tydd	Manager & DSL		
Abbie Lloyd	Deputy Manager		
Jade Radcliffe	Second Deputy Manager		
Pamela Lear	Practitioner		
Diane Jones	Practitioner		
Emily Gautrey	Practitioner		