

Children's Corner Day Nursery



Staff survey 2023

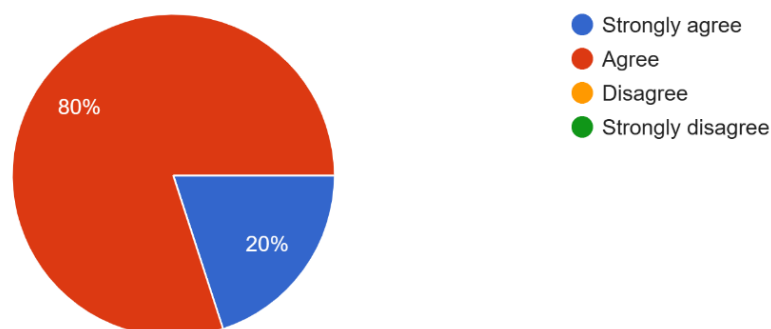
Q1. The reason I applied and accepted my position with CCDN was because

10 responses



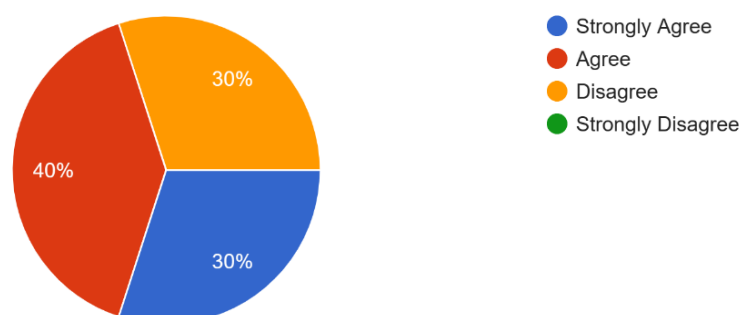
Q1a The induction plan, was comprehensive, enabling and identified areas that needed attention and I was supported to achieve

10 responses



Q1b - The Annual Performance Review supports me to keep motivated, recognizes my strengths and areas of development

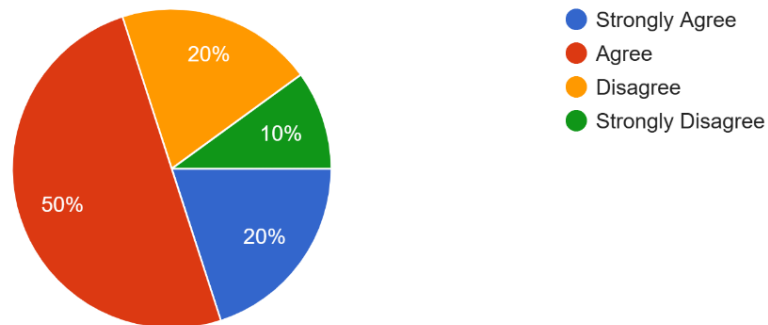
10 responses



ACTION: Annual Performance Review – has not been consistently applied. We probably need to look at APR to make it more meaningful and purposeful.

Q1c - Termly supervision (currently has been adapted due to staff shortage) is occurring INFORMALLY monthly and this is meeting my learning targets and my well being

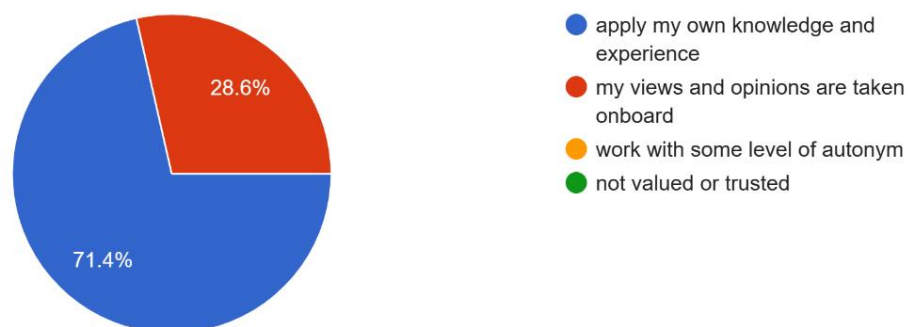
10 responses



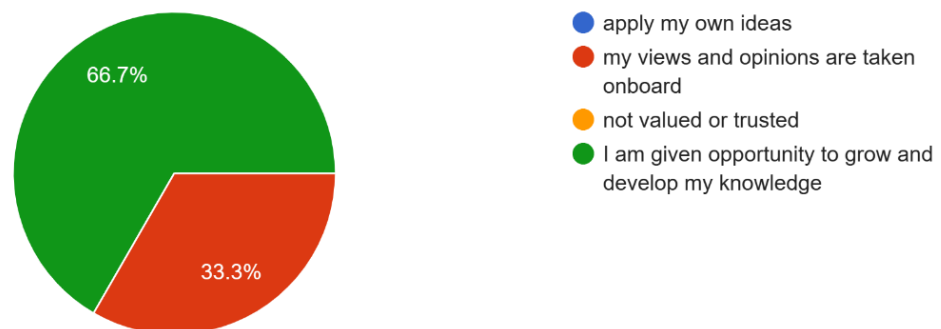
ACTION: The person's that disagree with supervision stated that it did not meeting their learning targets, could you please address this in your next formal supervision.

Q2. As a qualified staff member (Level 2, 3 & above) I am able to

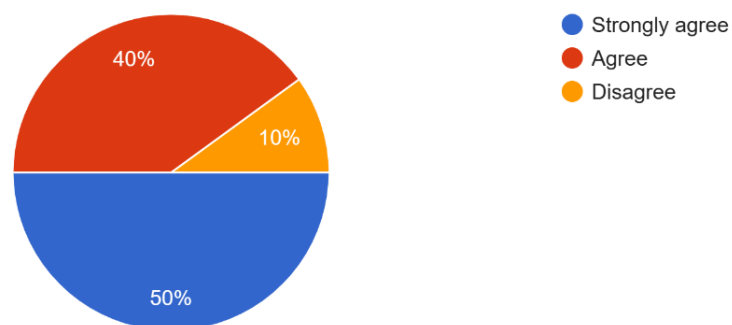
7 responses



Q3. As a unqualified staff member (Level 1 and below (inc. apprentice position) I am able to
3 responses



Q4. I am offered and am able to apply for job-related training to ensure my Continue Professional Development is being enhanced
10 responses

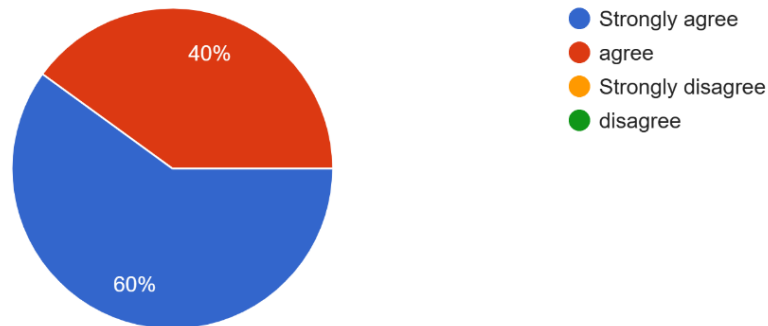


ACTION: Continued Professional Development is your own responsibility as well, as a Company, we have offered the following:

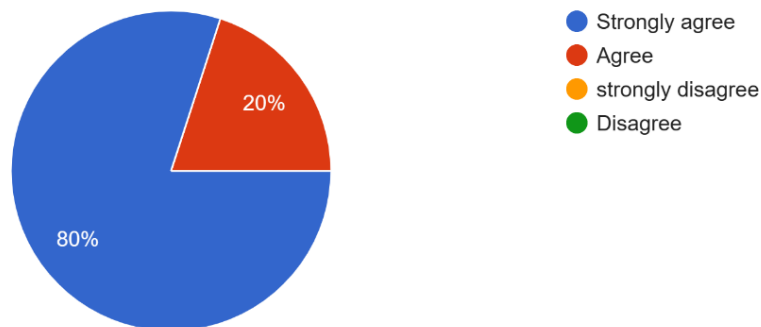
- EalingCPD
- MyNDNA
- Curiosity

But as a Company and Manager, am always accommodating anyone's interest to progress and develop their knowledge in Early Years.

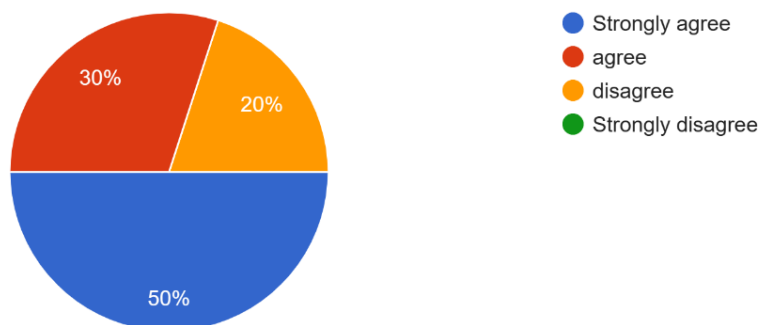
Q5. The Manager and Senior team forwards me job related resources, websites, links, online courses, fact sheets and this enables me to grow ...d I am able to increase my knowledgeable practice
10 responses



Q6. I am invested in The Company's nursery Shared Value, Mission Statement and vision
10 responses



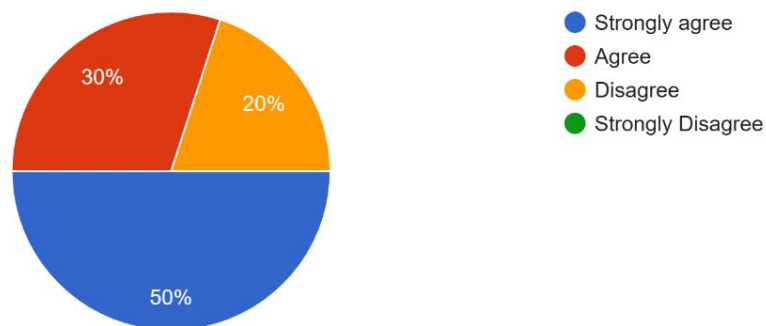
Q7. I am satisfied that the Company is a good place for my self development and career enhancement
10 responses



ACTION: 😞 those of you who are disagreeing that you are not finding this Company to be a good place for self-development and career enhancement, please approach your supervisor to explore what and how you can be supported.

Q8. I find my job role exciting and challenging

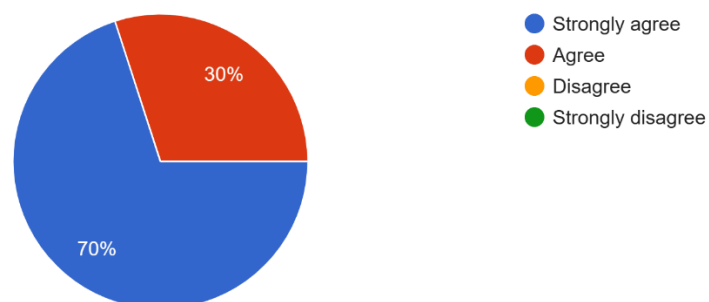
10 responses



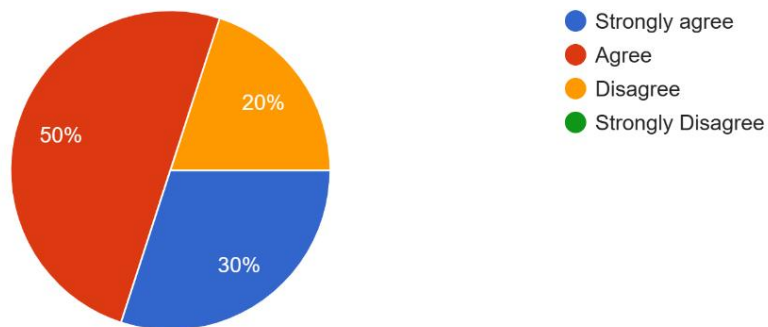
ACTION: 😞 sorry that there a couple of you that are not finding your job exciting or challenging. Please can you approach your supervisor to share this information and look at how we can support your growth and development.

Q9. I am determined and totally focused on my roles and responsibilities and give my very best at work each day

10 responses

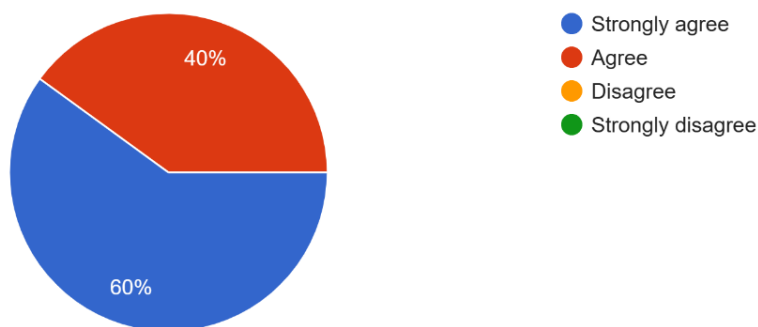


Q10. In the Company, my colleagues and I very quickly adapt to change and stressful situations
10 responses



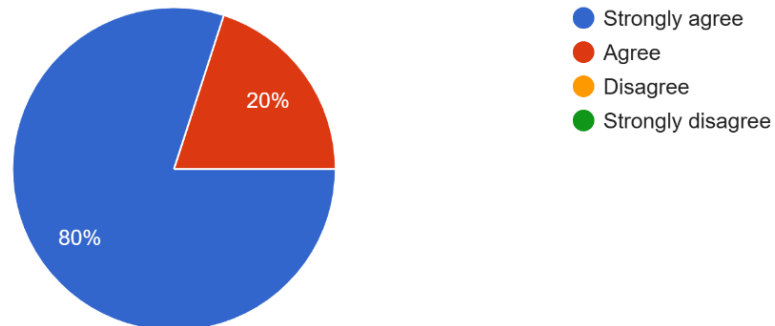
ACTION: Change is inevitable but how is dealt with is important. Sadly, the last half a year has been challenging in all factors and this has prevented us from developing a cohesive team approach to changing and stressful situation.

Q11. The Company, proprietors, manager and senior team are approachable and are willing to listen and address any issues immediately and effectively
10 responses



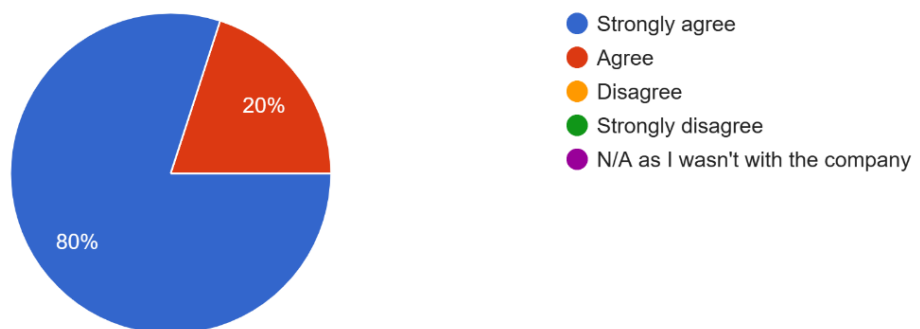
Q12. Senior team are there to support, mentor, coach and train me in developing areas of my weaknesses & I value their knowledge and experiences

10 responses



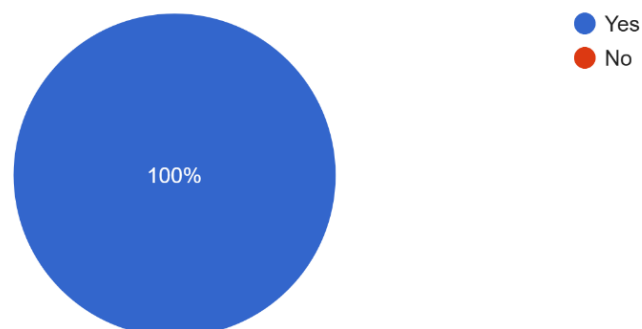
Q13. The Company, supports my Emotional Well-being and are flexible with my needs and approachable

10 responses



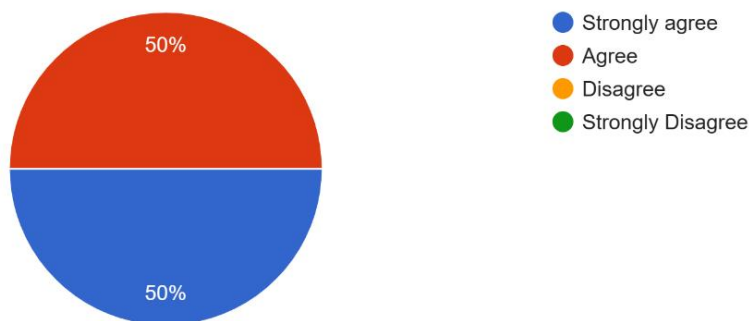
Q14. would you recommend a friend who was in childcare to apply for a position at this Nursery

10 responses



Q15. I find monthly Team Meetings, weekly memo's useful

10 responses



- *Thank you.*
- *The work environment is incredibly fun, enabling me to give each day my all.*
- *I have learnt a lot through working here, it is a great place to work, the management and staff are very supportive, and I feel we are getting better at working as a team.*
- *Would like my supervisions and appraisals to be more about my personal development rather than enhancing the team's development.*
- *Enjoyed the most recent training helped to see what we are doing well and what needs some improvement. Would love to do more training to enhance my knowledge and skills further.*
- *I am thankful that the nursery provides me the flexibility I need.*
- *Preparing Ofsted inspection is a bit stressful and supporting team to get ready from senior is helpful to grow more confidence and refresh knowledge.*
- *I like the work environment here and it feels like second home to me. It was overwhelming for me in the beginning but with time it feels more comfortable to work in the setting.*