



Early Years Education: Newly Qualified Starters Programme

Training offer November 2025 – March 2027



Welcome

Thank you for signing up your newly qualified starter to our programme of support, designed to give them a warm and supported induction into the early years education sector.

How to use this brochure

Inside this brochure you will find details of each course. For the workshop choices, please read the descriptions and select the workshops that best suit your educators' interests and areas for development.

For eLearning, we will send you details of how to log on.

For all, other courses, select the dates that suit your setting and email early.years.training@westsussex.gov.uk We will then book and confirm the places for you.

No dates available?

If courses do not have available dates, please contact us and we will put your educator on a holding list and contact you once new dates are released.

<p><u>New early years practitioner</u></p> <p>Self-led eLearning course. As this is free to everyone, you do not have to count this as one of your 3 workshops. The course will introduce your educator to the responsibilities of their new role and support them to develop their knowledge and skills around key topics. This course is available on Learning and Development Service. No booking is needed, simply search for the course title, enrol, and complete the course at a time that suits.</p>	
<p><u>Paediatric first aid</u></p> <p>Or choose an alternative workshop if your employee already holds a current certificate compliant with Early Years Foundation Stage Statutory guidance (Sept. 2025)</p>	p.3
<p><u>An introduction to safeguarding and child protection for early years and childcare</u></p> <p>Or choose an alternative workshop if your employee has already completed this training with an accredited training provider or West Sussex Early Years and Childcare Training</p>	p.5
<p><u>Supporting children with SEND</u></p> <p>Self-led eLearning course. You do not have to count this as one of your 3 workshops. This course provides educators a clear and basic definition of SEND, an understanding the settings inclusion</p>	p.6



<p>responsibilities, skills to plan for and support children with SEND and highlights key triggers for some common behaviours of concern. It will also touch on planning successful transitions into schools and other settings. This course is available on Learning and Development Service. No booking is needed, simply search for the course title, enrol, and complete the course at a time that suits.</p>	
<p><u>Workshop choices</u></p> <p>Choose one workshop per term from our selection to support your employee’s induction.</p>	<p>p.7</p>
<p><u>Termly support and Q&A sessions</u></p> <p>View the dates and themes for these sessions lead by our Early Years and Childcare Advisors</p>	<p>p.13</p>
<p><u>Other free online training we recommend</u></p> <p>The Department for Education offer free online training that provides an overview of child development and offers practical advice for supporting young children in your setting.</p>	<p>p.13</p>



Paediatric first aid

All newly qualified entrants to the Early Years workforce who have completed a level 2 and/or level 3 qualification on or after 30th June 2016, must also have either a full PFA or an emergency PFA certificate within three months of starting work.

This full Paediatric First Aid course is 12 hours of study, which is delivered through a blended model of 6 hours of online study, followed by a 6-hour face to face workshop.

It is fully compliant with OFSTED and is Accredited by the First Aid Industry Body (FAIB). The training includes an assessment of competence and leads to the award of a certificate upon successful completion

This qualification is valid for 3 years at which point it must be renewed.

You must complete on online learning part before attending the face-to-face part. You must bring proof of completion either on a phone or the printed online course completion certificate. Please bring Photo I.D. for the trainer to check. If you do not provide Photo I.D, you will not be permitted to attend.

You will be asked on the day of the course to read and sign a Medical Declaration to confirm you know of no condition that would affect your ability to take part. In order to conduct the practical elements, you will need to be able to work on the floor throughout the course, including placing a casualty in the Recovery Position, various First Aid scenarios and simulated CPR on a manikin - which must be demonstrated on the floor. Please consider whether you are able to undertake these activities before applying.

Learning outcomes

If you apply what you have learnt on this course, you will be able to;

- Identify the role and responsibilities of the paediatric first aider
- Identify the appropriate contents of a first aid box and record accidents and incidents
- Administer Cardiopulmonary Resuscitation (CPR) and use a defibrillator
- Help a baby or child who is unconscious/having a seizure/in shock/experienced an electric shock/in anaphylactic shock/allergic reaction/bleeding/choking.
- Help a baby or child who has bites or stings/minor injuries/a suspected fracture, break or dislocation/burns or scalds/head, neck or back injuries/suspected poisoning/a foreign body in or injury to eyes, ear or nose/heat stroke or hypothermia/meningitis, sepsis or croup

Training provider: Pulse First Aid

Date	Time	Delivery/venue
18/05/2026	09:30 - 16:30	County Hall, Chichester
19/05/2026	09:30 - 16:30	Kings Church, Burgess Hill
02/06/2026	09:30 - 16:30	Southwick Community Centre
08/06/2026	09:30 - 16:30	County Hall North, Horsham
13/06/2026	09:30 - 16:30	Arundel Museum
18/06/2026	09:30 - 16:30	Broadfield Community Centre, Crawley



04/07/2026	09:30 - 16:30	Field Place, Worthing
24/09/2026	09:30 - 16:30	County Hall, Chichester
15/10/2026	09:30 - 16:30	Field Place, Worthing
22/10/2026	09:30 - 16:30	Broadfield Community Centre, Crawley
12/11/2026	09:30 - 16:30	County Hall North, Horsham
24/11/2026	09:30 - 16:30	Field Place, Worthing
28/11/2026	09:30 - 16:30	Arundel Museum
08/12/2026	09:30 - 16:30	County Hall North, Horsham
13/01/2027	09:30 - 16:30	Kings Church, Burgess Hill
27/01/2027	09:30 - 16:30	County Hall, Chichester
28/01/2027	09:30 - 16:30	Broadfield Community Centre, Crawley
30/01/2027	09:30 - 16:30	Roffey Millenium Hall, Horsham
02/02/2027	09:30 - 16:30	Field Place, Worthing
24/02/2027	09:30 - 16:30	Angmering Community Centre
02/03/2027	09:30 - 16:30	Field Place, Worthing



An introduction to safeguarding and child protection for early years and childcare practitioners

This full day course is for all levels of new or returning practitioners working in Early Years and Childcare settings. It seeks to provide you with an introduction to safeguarding, your role within it, the types and indicators of abuse, how to record concerns and West Sussex escalation process.

To participate, you must have read the mandatory pre course case studies document and ensure you have access to it during the course, either in print or digital format.

Learning outcomes

If you apply what you have learnt, you will be able to:

- Define what Child Protection and Safeguarding are and the scope of your role is within safeguarding.
- Identify the four types of abuse by recognising the signs and indicators and how this may present in children.
- Identify the key documents relating to safeguarding that support you in your role and where you can find these.
- Demonstrate how to record and evidence concerns.
- Describe the importance of acting on safeguarding concerns and know the local process of how to do this.
- Identify and follow the process of escalating unresolved concerns.

Training provider: Children at Heart and In-Trac

Date	Time	Delivery/venue
21/05/2026	09:30 - 15:30	County Hall, Chichester
11/07/2026	09:30 - 15:30	Online
03/10/2026	09:30 - 15:30	Field Place, Worthing
26/11/2026	09:30 - 15:30	Field Place, Worthing
26/01/2027	09:30 - 15:30	Online
03/03/2027	09:30 - 15:30	Online



Supporting children with SEND

Self-led eLearning course.

It is crucial for children with SEND to give the support they require from the earliest stages to support them to achieve their full potential. This online course gives early years educators a clear and basic understanding of how to identify a child with SEND. It covers the responsibilities you and the setting have towards the child. This course will give you the skills and confidence to provide the care that children with SEND need.

Key topics include:

- Definitions of SEND
- Your setting's responsibilities
- Inclusion
- Key triggers for some common behaviours
- Strategies to build children's self-esteem
- Setting meaningful goals to support children with SEND
- Create an action plan for change in your setting
- Successful transitions into schools and other settings.

Duration: 3 hours



Workshop Choices

Baby room basics: Brilliant baby room environments

This 90-minute webinar will explore how to provide a stimulating environment for babies within your setting. It will explore the physical needs of babies and explore the value of treasure baskets and heuristic play.

Learning outcomes

If you apply what you have learnt on this course, you will be able to;

- Understand how to meet the physical needs of babies within your setting
- Know how to use heuristic play with confidence.

Training provider: Hemsalls

Date	Time	Delivery/venue
19/09/2026	09:30 - 11:00	Online

Baby room basics: Speech and language development

This 90-minute webinar will support you to explore, at an introductory level, effective approaches for supporting a baby's speech and language development so that you can implement them in your setting and daily practice.

Learning outcomes

If you apply what you have learnt on this course, you will be able to;

- Recognise the importance of speech and language development in the first years of life
- Confidently apply a range of approaches that support babies' speech and language development.

Training provider: Hemsalls

Date	Time	Delivery/venue
19/11/2026	09:30 - 11:00	Online

Baby room basics: Understanding secure attachments

This 90-minute webinar explores how early experiences impact on children's brain development. Learners will consider how this relates to attachment styles and how children can be supported to develop strong emotional development.

Learning outcomes

If you apply what you have learnt on this course, you will be able to:

- Understand the particular needs of babies
- Consider the impact of early experiences on brain development Explore attachment styles and how to support babies.
- Training provider: Hemsalls



Training provider: Hemsalls

Date	Time	Delivery/venue
17/06/2026	19:00 - 20:30	Online
21/01/2027	09:30 - 11:00	Online

Behaviour strategies: Resolving conflict through connection

This 90-minute webinar will enable you to use a range of strategies to support conflict resolution within your setting.

Differences of opinion, arguments, and in some cases even physical altercations can all occur in an early years settings.

Sensitive, attuned practitioners can support those involved to resolve their issues through meaningful connections, which help them to understand the source of the conflict and collaborate using a problem-solving approach to agree on a solution.

Learning outcomes

If you apply what you have learnt on this course, you will be able to:

- explain the importance of attuned adults and the strong attachments essential in developing the positive relationships needed for young children to be resilient and use a problem-solving approach when experiencing conflict
- implement a range of strategies to support children to resolve conflict, including the High-Scope 'six step' model
- explain how these strategies can be adapted to other situations, such as conflict with parents or colleagues

Training provider: Children at Heart

Date	Time	Delivery/venue
07/10/2026	19:00 - 20:30	Online
10/02/2027	09:30 - 11:00	Online

Behaviour strategies: Supporting transitions (big and small)

This 90-minute webinar will enable you to use a range of strategies to support children's transitions within an Early Years setting, using an attachment-focused approach.

Entering childcare for the first time or moving to a new room in a setting or new setting altogether (including school) can be challenging for young children. In addition, children must deal with daily transitions and changes throughout their day and for some children, transitions may be frustrating or may be anxiety inducing and can also lead to challenging behaviours. It is essential that these transitions are managed sensitively.

Learning outcomes

If you apply what you have learnt on this course, you will be able to;



- Ensure that settling-in procedures and management of daily routines meet the needs of children and their parents.
- Consider the impact of change on children’s well-being and implement a range of strategies to support effective transitions.
- Recognise the importance of the key person approach and the strong attachments that are essential in developing the positive relationships that are needed for young children to be resilient and thrive when experiencing change.

Training provider: Children at Heart

Date	Time	Delivery/venue
16/09/2026	13:30 - 15:00	Online

Behaviour strategies: Supporting self regulation through co-regulation

This 90-minute webinar will enable you to use a range of strategies to support children's self-regulation, including through a process of co-regulation.

Self-regulation involves children developing the ability to manage and control their emotions, thoughts, interactions, and behaviour to enable them to act in positive ways towards a goal. Children are not born with the ability to self-regulate. It is both a developmental factor and learned skill, reliant on closely attuned, responsive adults to support an overwhelmed child and model calming strategies.

Learning outcomes

If you apply what you have learnt on this course, you will be able to;

- explain the underpinning theories of self-regulation
- understand the importance of recognising that children’s ‘challenging’ behaviours are the child’s way of communicating unmet needs, leading to dysregulated ‘stress’ behaviour
- implement a range of co-regulation strategies to support young children, including resources and activities that can be used in the setting.

Training provider: Children at Heart

Date	Time	Delivery/venue
19/05/2026	09:30 - 11:00	Online
12/01/2027	19:00 - 21:00	Online

Five to thrive essentials

This 3-hour webinar is the core of Five to thrive. It is suitable for practitioners working with the under twos.

Five to thrive consists of five practical activities that are the building blocks of healthy communication and brain development. Each block includes useful approaches based on research findings, as well as tips for enhancing practice. Interactive training elements will enhance understanding of the huge impact of a child’s earliest experiences and relationships.



Fascinating insights will be explored in relation to brain development, mental health, learning, well-being, and social/emotional development.

Please complete the pre-course work before attending as it is vital to your learning.

Learning outcomes

If you apply what you have learnt on this course, you will be able to:

- demonstrate strategies for meeting the emotional and psychological needs of babies and children
- develop meaningful, calm and empowering relationships between children and the adults in their lives, both family members and professionals.

Training provider: Enable Children

Date	Time	Delivery/venue
02/07/2026	09:30 - 12:30	Online
22/10/2026	13:00 - 16:00	Online
01/12/2026	13:00 - 16:00	Online
26/01/2027	13:00 - 16:00	Online
02/03/2027	09:30 - 12:30	Online

Five to thrive follow up: Focus on Cuddle and Play

This 3-hour webinar is for those who have attended Five to thrive Essentials.

The aim is to extend professional knowledge and practical skills by exploring two specific elements of Five to thrive in detail, Cuddle and Play.

Learning outcomes

If you apply what you have learnt on this course, you will be able to:

- explain how varied and challenging physical experiences and nurturing relationships impact on children's mental health, wellbeing and social development
- implement a range of calming and stimulating physical experiences to support brain development
- use a range of resources and spaces to support children's need for a variety of movement, whole body experiences and risk-taking opportunities

Training provider: Enable Children

Date	Time	Delivery/venue
11/11/2026	TBC	Online

Five to thrive follow up: Focus on Talk

This half day webinar is for those working with children from birth to 24 months. You must have attended 'Five to thrive Essentials' before booking.



Extend your professional knowledge and practical skills by participating in this follow up course related to the Talk element of Five to thrive.

Learning outcomes

If you apply what you have learnt on this course, you will be able to;

- implement practical strategies that promote children’s wellbeing through optimising their language skills, social skills and self esteem
- support parents/carers and colleagues to implement “Talk” within the ‘Five to thrive’ approach in the home and the setting
- develop meaningful adult and child relationships which help children feel confident, happy and secure and, in turn, have a positive impact on their resilience and ability and readiness to learn.

Training provider: Enable Children

Date	Time	Delivery/venue
25/02/2026	09:30 – 12:30	Online



Online, self-led National Day Nurseries Association (NDNA) courses

These courses can be used as an alternative to a trainer led ones listed above, but only if setting capacity does allow practitioner release. We highly recommend the trainer led options are they provide a better learning experience for your new educator.

We have a variety of online, self-led courses. Please read the course descriptions [here](#) and select from the list below.

- Characteristics of Effective Learning
- Exemplary Practice with Babies
- Exemplary Practice with Toddlers
- Exemplary Practice with Two Year Olds
- Exemplary Practice with Three to Five Year Olds
- Let's look at Phonics
- Let's look at Reading and Storytelling
- Let's Look at Writing
- Let's look at Maths: Number
- Let's look at Maths: Shape, Space and Measure
- Let's Look at Schemas
- Little Scientists Leading the Way
- Making Maths Matter
- Maths in Early Years
- Mini Maths Explorers - Outdoors Challenge
- Promoting Positive Behaviour
- Quality Teaching in Early Years
- Supporting 0-2 year olds in the EYFS
- Supporting 2 year olds in the EYFS
- Supporting 3-5 year olds in the EYFS
- Level 2 Award in Food Safety (Early Years version)



Termly support and Q&A sessions

Newly Qualified Early Years Educator Network

The aim of these sessions is to provide you with the opportunity to meet with other new educators to gain support, gather practice tips, and share ideas.

Each term our Early Years and Childcare Advisors (EYCsAs) will run a friendly, online session to support your induction into the sector to help you in your new role. The sessions are an invaluable opportunity to meet with other new educators and gain support from our EYCsAs.

Learning outcomes

If you apply what you have learnt in these networks, you will be able to:

- Gain tips to apply to practice within your new role
- Gather helpful information to support your career.

Date	Time	Delivery	Theme
Thursday 22 January	14:00 – 15:00	Online	Network 1: Looking after yourself: a guide to practitioner wellbeing.
TBC	TBC	Online	Network 2:
TBC	TBC	Online	Network 3:

Other free online training we recommend

Early years child development training

We recommend you include the Department for Education’s free online child development training in any new employee’s induction. They can access the 8 module training programme at [Early Years Child Development Training](#). Each module should take between 1 and 2 hours to complete. After each module is completed successfully your new employee can download a certificate to evidence their learning.



