

# Kids Planet TRAINING ACADEMY



Inspiring and supporting careers in childcare



[www.kidsplanettrainingacademy.co.uk](http://www.kidsplanettrainingacademy.co.uk)

...e's Workforce. Early Years Educator

...occupations in social care and the care of  
...and young people.

Completion date:  
30 August 2019

Managing Director  
Federation For Industry Sector Skills & Standards

Federation for  
Industry Sector  
Skills & Standards

...A-ZB8AKCQ-3K8RKC-3Q7YQD-8F78RKC-3AKQ5AK Apprentice Number: ACE215483

...mediate Level Apprenticeship in  
...n and Young People's Workforce

...ctor for occupations in social care and the care of  
...children and young people.

Completion date:  
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Managing Director  
Federation For Industry Sector Skills & Standards

Federation for  
Industry Sector  
Skills & Standards

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# WELCOME

Welcome to Kids Planet Training Academy, experts in the Early Years sector.

Kids Planet is a family-owned group of nurseries, established in 2008 by working mum Clare Roberts and her father John Hoban in 2008. Clare's sister, Lucy Kaczmarska is the Childcare Director. Kids Planet provide care for thousands of children across the North West and Midlands, committed to ensuring each child is given the best possible start.

Kids Planet Training Academy was launched in 2018 and has purpose built premises situated in Knutsford, Cheshire, as well as satellite centres across the North West. We are proud to have achieved excellent apprenticeship success and retention rates. With the growth of the company and increased applications from learners wanting to undertake an apprentice at Kids Planet, the Training Academy has gone from strength to strength.

In March 2020, Kids Planet Training Academy successfully gained Main Provider status on the Register of Accredited Training Providers (RoATP). This has enabled us to offer our Outstanding Apprenticeship Training externally to support Early Years employers. At Kids Planet, we train to Kids Planet standards. Whilst these standards are high, we are here to support and help learners to achieve this.

We are proud to have a highly skilled training team of tutors, assessors, mentors and staff with extensive and current experience in Early Years.

In addition to our nurseries, our Kids Planet Training Academy is inclusive and diverse with many learners from different backgrounds, cultures, ages and stages in their life.

Please take the time to read the following pages carefully. This booklet contains much of the information you will require in understanding the context and culture of our business, including policies that we operate under, as well as answering some of the questions you may have.

We do hope you join us, we look forward to meeting you.

*"We're delighted to be able to offer a range of qualifications at our Training Academy. With our highly qualified and supportive team, we're able to develop and train early years learners to reach their full potential, ensure they maintain and improve the knowledge and skills they require to meet the needs of their job and the children they care for."*



Clare Roberts  
CEO

# OUR ACADEMY

At Kids Planet, our vision is being achieved through training staff teams who are a company's most valuable asset. Employing people in permanent, supply and apprenticeship roles, we recognise that critical to success is the quality of staff that are employed, the skills that they develop and their performance. We want people who share our vision and ethos. In return, we give people opportunities to build a truly rewarding career in childcare. We want learners to see childcare as a profession, and we encourage them to move forward in all aspects of their careers as a result.

## What makes an outstanding Early Year's practitioner?

First and foremost, someone who is positive and passionate and wants to work with children. We don't expect experience, but we do expect focus. Working in childcare is a profession, and it needs to be treated that way. Employing staff who want to grow and develop in their childcare career is critical. A nursery can only be as good as the team who run it.

## How does Kids Planet bring the best out of its learners?

Every learner at Kids Planet Training Academy has a personalised individual experience that meets their needs. An assessment of needs at the start of their programme informs the teaching and learning. Learning materials reflect the appropriate level of the qualification, meets the needs of individual learners and is aimed to inspire, stretch and challenge learners individually.

We provide a rich variety of learning activities to enhance the learning experience to develop independent learners, reflect good Early Years industry practice and ensure high levels of engagement and enthusiasm. We give learners the opportunities to develop a career in a growing, forward-thinking business. Ongoing professional development and clear training opportunities, help them to feel empowered and appreciated by a company they trust. We aim to create an environment where all employees, whether that's the nursery chef, area manager or lunchtime cover staff, feel supported in their role and excel in their career.

## Tell us more about the Training Academy

Education, training and the continual professional development of staff is a crucial priority. In February 2018, due to a growth in the number of settings, an increase in personnel, the need to recruit new staff plus the introduction of the Apprenticeship Levy, we decided to develop our internal approach to the delivery of accredited programmes. These include Apprenticeships in Early Years, sector-specific courses and Higher Education courses.

In March 2020, Kids Planet Training Academy successfully gained Main Provider status on the Register of Accredited training providers (RoATP) enabling us to offer our Outstanding Apprenticeship Training externally to support Early Years employers.

We are proud to have a highly skilled training team of tutors, assessors, mentors and staff with extensive and current experience in Early Years. We have a purpose built Training Academy in Knutsford, Cheshire, as well as training rooms in Manchester, Liverpool and our Head Office in Lymm, where theoretical teaching takes place. It is important to achieve outstanding provision in everything we do, and we believe we are doing this by putting teaching and learning at the heart of our training.



*"I'm delighted that you are considering courses and career pathways at Kids Planet Training Academy. I hope that our brochure and website help you in selecting your course/career pathway and gives you an insight into the many Early Years career paths and courses available at Kids Planet Training Academy."*



Head of Training  
Gill Mason

# OUR ETHOS & APPROACH

At Kids Planet we are incredibly focussed on children's interests being at the heart of everything we do. Our mission statement ,“working together to inspire your world”, was born out of this belief.

Our goal is to ensure our children are happy, engaged and thriving within their environment. When planning our provision we spend time planning what we are including and what we want our children to achieve.

Over the life span of Kids Planet, we continuously reflect and adapt our practice. Being at the helm of the highest quality Early Years provision, we see trends, changes in government policy, in Ofsted focus' and this can heavily influence settings in our sector regarding how they approach learning and development. At times, this can negatively impact the sector and create a dissatisfied undercurrent within the Early Years Sector. However at Kids Planet, we approach all of these adaptations as a challenge, enabling us to reflect and continuously adapt our approach and practice. This feeds down through all of our team members and is a key factor to how we train our exceptional practitioners.

There is no “one size fits all” approach to Early Years. And, as such we empower our teams to use their creativity, initiative and to continuously research how to better ourselves as practitioners. Children do not fit into a box of specific interests, topics or ideal resources. Therefore it is vital to train teams to be confident and to be aware of all approaches, creating a blended vision that touch on a range of pedagogies. Authentic resources, open ended items, natural beauty, curiosity and exploratory provision; these are not new concepts. They are and always have been interwoven through our provision and complimented with enhancements from our most valuable assets, our practitioners. Our vision is to enable our teams to identify these strengths and to not feel that we must do something a certain way. As such we continually adapt our practice, challenging ourselves as a company. Confidence in an Outstanding Ofsted grading is wonderful, but to be truly outstanding, you do not stand still and this is how we continue to out do ourselves, achieving time and time again.





When you walk into a Kids Planet trained setting, you know. You see it, you feel it. Children are engaged and challenged. A role play area has been enhanced using real items and real clothing, creating magical experiences. Large scale open ended items are dispersed throughout construction spaces enabling children to construct the Eiffel Tower or simply a wall. The fabrics, the texture, the sensory experiences are embedded and threaded throughout all areas.

Our team are present. Our team know when to appropriately scaffold learning through play. Their interactions support and extend learning. The children's next steps are embedded in our teams minds as they continuously look at how to challenge their key children through spontaneous, child initiated play. Our teams are empowered to continuously reflect individual environments; looking at which spaces the children enjoy playing in and where is not so popular. This enables them to reflect on the why. A Kids Planet mantra that our teams will be familiar with is "what are we doing and why." Our management teams use this question to challenge and empower our staff to continuously reflect on the provision, enhancements, activities and dialogue.

The Kids Planet Group itself is a blended entity. We have purpose built settings, converted buildings, and many acquisitions. With each new setting, come new ideas, concepts and key strengths from new team members. Through training with Kids Planet you will develop and enhance the key understanding of reflective practice, drawing on the strengths and opportunities within Early Years. This will empower your teams to challenge themselves, to open their eyes to the inspiring world of Early Years practice and the endless possibilities.

# OUR AIM

Kids Planet Training Academy provides a rich variety of learning activities to develop independent learners, reflect good Early Years industry practice and ensure high levels of engagement and enthusiasm.

We aim to give learners the opportunities to develop a career in a growing, forward-thinking business, ongoing professional development and clear training opportunities, helping them to feel empowered and appreciated by a company they trust.

We offer the following routes to enhance Early Years careers:

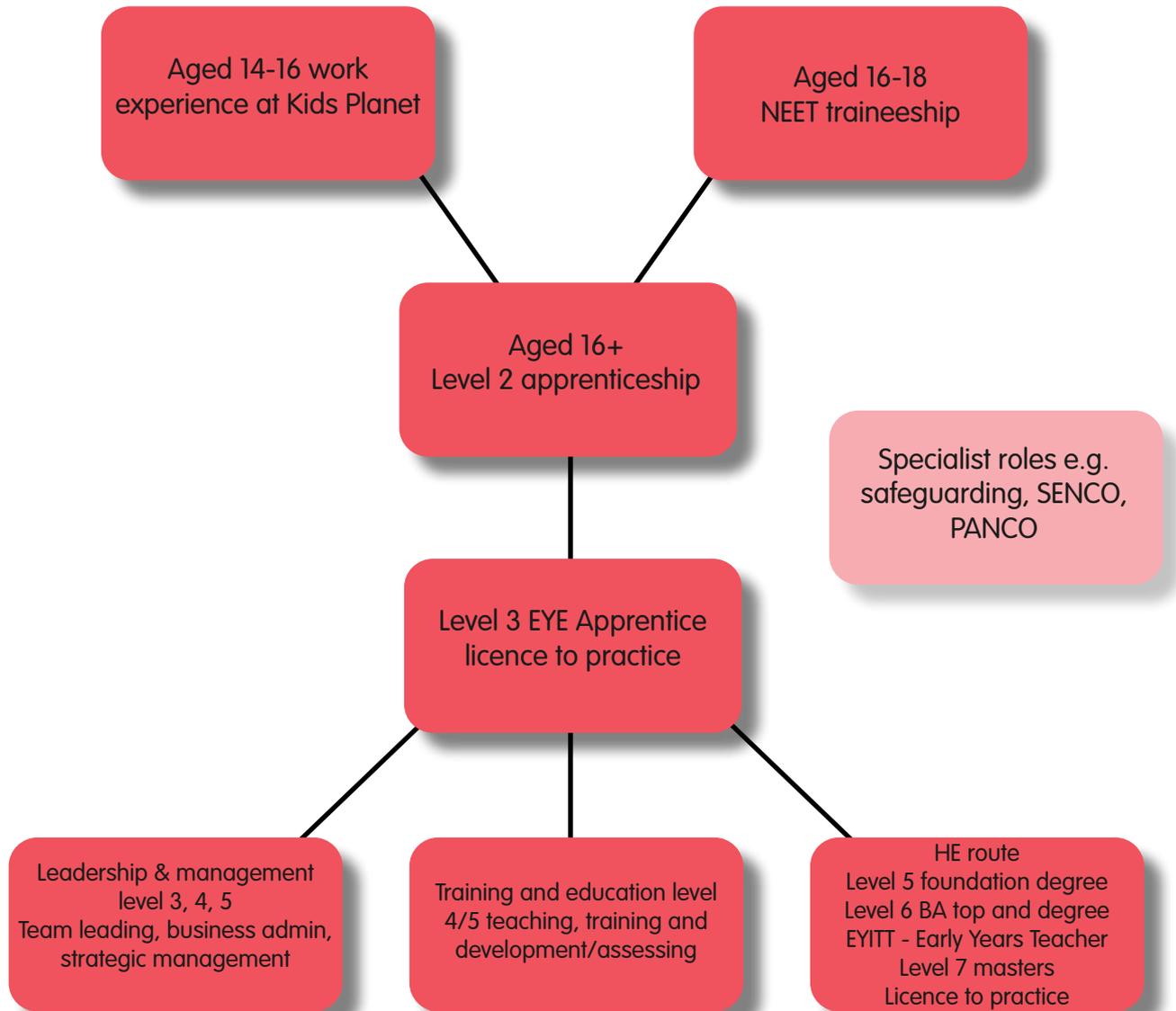
- Apprenticeships
- Leadership programme
- Traineeship programme
- Sector Specific awards
- Higher Level Qualifications
- Teaching and Assessing Qualifications
- Continuous Professional Development

Qualifications available and included:

- Level 2 Early Years Practitioner (stand alone and apprenticeships)
- Level 3 Early Years Educator (stand alone and apprenticeships)
- Level 4 Advanced Practitioner
- Level 4 PANCO
- Level 4 & 5 Team leading/Management
- \*Coming soon – Level 5 Early Years Lead Practitioner – apprenticeship
- Level 2 Baby Massage
- Level 2 Baby Yoga
- Level 3 Forest School
- Level 3 Vocational Assessors Award
- Level 2 Safeguarding
- Paediatric First Aid

*The best way to predict the future  
is to create it - ABRAHAM LINCOLN*

# OUR VISION



# SUPPORTING EMPLOYERS

## Supporting Employers to provide outstanding childcare

Are you an Early Year's employer looking to recruit an apprentice or improve the skill set of your team? As a specialist Main Training Provider on RoATP, we can support you to build a highly-skilled childcare workforce.

Whether you are a levy or non-levy employer, why not work in partnership with an experienced outstanding Childcare Provider who understands your business and has a highly qualified and experienced Early Year's training team.

Apprentices can be any age. There is currently NO CHARGE for the training of any learner aged 16-18 undertaking an apprenticeship and you will receive an incentive to employ a young person. As an employer, you will pay the apprentice a salary, which must be at least minimum wage, but can be more.

Our team of assessors have specialist knowledge in Early Years, with a current in depth working knowledge of the sector.

We will listen and work in partnership with you to ensure we fully understand your business needs and to find the perfect training and development solution for your company.

As well as apprenticeships, we offer a wide range of other CPD, sector specific, higher level pertinent courses delivered by our team of experts - take a look at our qualification pages.

Once you submit your enquiry, we will do the rest. We will contact you to discuss the best options moving forward.



*A Pocket Coach*

**THE CALM COACH**

DR SARAH JANE ARNOLD



*A Pocket Coach*

**THE KINDNESS COACH**

DR SARAH JANE ARNOLD



*A Pocket Coach*

**THE SLEEP COACH**

DR SARAH JANE ARNOLD



**THE ONE MINUTE MANAGER**

**KEN BLANCHARD and SPENCER JOHNSON**



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*Jo Boaler*

NOVA PRESS

**THE ELEPHANT IN THE CLASSROOM**  
*Helping Children Learn and Love Maths*

**PATRICIA BARTHE AND JANE EMERSON**



Understanding Dyscalculia and Numeracy Difficulties

Edited by Pam Foley,  
Jeremy Roche and  
Ian Tucker

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**CHILDREN IN SOCIETY**

**Penny Tassoni**  
Kate Bell • Kate Bell • Jan Egan  
Series Consultant: Marjorie Goss



**CHILDREN & YOUNG PEOPLE'S  
WORKFORCE** Early Learning & Childcare

**Penny Tassoni • Kath Guffman**  
Kate Bell

00052



**LEVEL 3 DIPLOMA**

Learning & Development

# APPRENTICESHIPS

If you're interested in working with younger children, an apprenticeship in Early Years with Kids Planet Training Academy can be the perfect route into your chosen career. Not only will you earn as you learn, but the qualification will give you practical skills as well as theoretical knowledge, leading to a wide range of job opportunities.

We are always looking for enthusiastic and passionate people to join the Kids Planet Group. We pride ourselves on valuing our employees and recognising hard work as well as progression, training and support throughout your career within the Kids Planet Group.

Apprenticeships available include:

- Level 3 Early Years Educator
- Level 2 Early Years Practitioner

Whether you are already working in employment, or want to start a career in childcare, we can help you find an apprenticeship.

If you are interested in starting a career in childcare please complete our enquiry form on our website and we will contact you to discuss your preferences. (Before you can begin working with children you will need enhanced background checks by the Disclosure and Barring Service (DBS)).

If you already have a job in Early Years and would like to undertake an apprenticeship qualification to improve your skill set, knowledge and career prospects, just fill in the online enquiry form on our website.

Once you have registered your interest by completing our enquiry form, we will do the rest. We will then contact you and your employer to discuss the best options moving forward.



# TRAINEESHIP

A Traineeship in Early Years with Kids Planet will develop your skills so that you are ready to progress onto an Apprenticeship within Kids Planet Day Nurseries. Our 26-week Traineeship provides a quality work placement in one of our settings and accredited training, e.g. paediatric first aid, safeguarding, food hygiene, preparing for employment, Maths and English (if required).

On completion of a traineeship at Kids Planet, you will be equipped with the skills to progress to a full apprenticeship within the Kids Planet Group.

# LEADERSHIP

Our Leadership programme has been created for staff working in a management role or being moved into a role in which management and leadership skills are essential. Currently, qualifications cover team leader/supervisor roles as well as middle and high-level management positions at Levels 3, 4 and 5 Leadership and Management.

*It's a beautiful thing when a career and  
a passion come together*

# TEACHING, ASSESSING & HIGHER LEVEL QUALIFICATIONS

At our Training Academy we provide the opportunity for teaching and assessing qualifications:

- Level 3/4 Certificate in Education and Training including TAQA
- Level 5 Apprenticeship standard in Teaching and Learning

Kids Planet are in partnership with HE providers and offer higher level qualifications:

- Level 4 Coaching and Mentoring Diploma
- Foundation Degree in Early Childhood Development & Learning in practice
- BA Early Childhood Studies
- BA one year top up
- MA Early Childhood studies
- EYITT (Early Years Initial Teacher Training)
- Foundation Degree in Childrens Care Learning and Development
- BA top up Childrens Care Learning and Development
- Masters in Childrens Care learning and Development
- Masters in Special Educational Needs
- Early Years initial Teacher Training

# CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

At Kids Planet Training Academy, we offer a wide range of CPD and sector specific courses to enhance skills and expertise including:

- Designated Safeguarding lead
- Speech Communication and Language
- Baby Massage/Yoga
- Level 3 SENCO award
- Level 4 PANCO award
- Paediatric First Aid
- In the moment planning
- Safeguarding
- Managing Behaviour
- Working with Babies
- Aspiring Leaders
- Safeguarding CPD
- Mindful moments
- Sensory Processing



# LOCATIONS

Kids Planet Training Academy is based in Knutsford, Cheshire with satellite centres in Manchester, Liverpool and our Head Office in Lymm. Kids Planet have over 50 nurseries located across the North West and Midlands.



# TESTIMONIALS

*“During my apprentice journey I have become more passionate about working with children and grab every opportunity I can to gain more experience within an outstanding early years setting. Whilst working I have learnt to adapt to any situation and have been supporting parents throughout their child’s journey with us. But my biggest achievement is the knowledge that I have gained. I am now able to give each child the best start in life”. Rebecca, Kids Planet Billinge*

*“I have enjoyed doing my level 3. I feel like I have gained so much out of doing it. I know I received a nomination for apprentice of the year earlier this year. I now feel I understand legislations and the EYFS a lot more and what is expected. My practice has improved due to having more confidence with sharing ideas and views and also implementing them in Pre-school. My tutor, Lynne has supported and guided me through everything and answered all my questions I needed answering and she was always positive. From finishing my Level 3 I was then promoted to Senior and now I have become Room leader of Pre-School.” Natasha, Kids Planet Salford*

*“I started my apprenticeship in March 2018 at Kids Planet Salford. When I started I was welcomed and supported by all staff members. Everything was explained to me in depth and if I needed any extra help I was always supported by my team in the Baby room. When first meeting Lynne my tutor she was also extremely supportive. I love spending my time in the baby room watching the children learn new things every day. I decided to go through and start my Level 3 here at Kids Planet as they’ve all helped me so much along the way. I am now currently doing my Level 3. I am going to continue here at Kids Planet and try and progress to one day be a senior or even a room leader.” Jade, Kids Planet Salford*

*“I work in the tots room at Salford Quays - I’ve been here for 8 months and in that time I’ve had an in-depth induction and lots of training. I love coming to work because the great staff make me feel welcome and the practice here is outstanding. Kids Planet are always offering me new learning opportunities - they want me to work my way up the company ladder. My management team are amazing and they are always looking for ways to support me.” Declan, Kids Planet Salford Quays*



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