

Health, Safety & Welfare Policy

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Parenta
Working together for our children

Health, Safety & Welfare Policy Statement

Statement of Intent

Parenta considers the health, safety and welfare of its colleagues and others who may be affected by its activities to be of primary importance to the success of the company.

Parenta recognises that a safe and healthy company is very important to long-term growth, and believes that all work-related incidents and ill health can be prevented. The company, therefore aims to eliminate all unnecessary and unacceptable risks from the work environment and reduce all remaining risks to a tolerable level.

In return, the company expects colleagues at all levels to exceed their minimum legal duties. This includes co-operating with us on safety matters and taking care of their own safety and that of others, whether from within the company or from outside, who may be affected by their actions.
The policy and the way it has operated will be reviewed annually, and more often should the business change in nature or size. Any revision necessary to improve safety performance will be made and then reported to colleagues.

The correct way to do any job is the safe way, and the company undertakes to ensure that colleagues are provided with the resources they need to carry out every job safely. This will include any information, instruction, training or supervision necessary.

There is no aspect of our business so important or urgent that time cannot be taken to do it safely.

Allan Presland – Chairman - Parenta Group of Companies

Purpose

- To ensure the health, safety and welfare of all persons affected by the company's operations
- To ensure that Parenta embeds health and safety into all its activities and learning
- Parenta will endeavour to provide a 'safety culture' for its colleagues and learners in our care by promoting Safe Learning (see Appendix 1 for Parenta Safe Learner Concept)
- To encourage all colleagues and all subcontractors to treat safety matters as part of the effective
- management of the company
- To involve all colleagues and subcontractors in creating an awareness of the importance of observing correct procedures
- To monitor conditions at work on an ongoing basis with regard to health and safety
- To ensure suitable and appropriate training in these matters, both among its own colleagues and those of subcontractors

Scope

This is applicable to company activities irrespective of where they are performed.

Responsibilities

Activity	Responsibility	When
Overall responsibility for Health and Safety	Chairman – Parenta Group of Companies	Continually
Maintenance of all Health and Safety documentation	People Team	Continually
Implementation of policy, procedures & safe practices	Chairman – Parenta Group of Companies / Managing Director of Parenta Training / Health and Safety Officer and Line Managers	Continually
Working in a safe manner, abiding by all relevant safety requirements	All colleagues	Continually
Reporting hazards and unsafe conditions	All colleagues	Continually
Completing Mandatory Health and Safety Educare	All colleagues	Annually
Displays / Outside events and exhibitions	All colleagues	Continually
Lone Working	All colleagues	Continually

Safety Organisation and Responsibilities

The Chairman - Parenta Group of Companies has overall responsibility for all Health and Safety matters within the company. This responsibility includes:

- The interpretation and communication of statutory regulations
- Liaison with the appropriate enforcement agencies
- Monitoring the operation of all safety procedures and practices.
- The provision of the necessary resources for this to occur in terms of people, skill, time and money
- It may include the setting and monitoring of objectives with regard to the company's health and safety performance
- Line Managers, the Managing Director and the Chairman - Parenta Group of Companies are responsible for all health and safety matters in their area of control
- Line Managers, the Managing Director, Parenta Training and the Chairman - Parenta Group of Companies are responsible for the promotion and commitment to Health and Safety and this policy through the setting of specific health and safety objectives including specific health and safety induction for all new colleagues and annual mandatory refresher training as part of our CPD programme
- Line Managers, the Managing Director and the Chairman - Parenta Group of Companies are responsible for ensuring that all policies and procedures are implemented and objectives achieved

This will include:

- Maintaining a healthy and safe working environment
- Ensuring that all colleagues receive training appropriate to their function to ensure their competence to undertake the job for which they are employed
- Ensuring all appropriate training is provided
- Ensuring all authorised Tutors are competent
- Ensuring all machinery and equipment is properly maintained and is always in a safe working condition
- Integrating health and safety matters into the day-to-day management with the aim of continuous improvement

Parenta requires all colleagues and learners to always follow these basic safety rules:

- Take care when using electricity/gas facilities for refreshment purposes
- Store materials, equipment and tools properly as soon as you have finished with them. Never leave them hanging around where they could cause an accident
- Never fool around or play practical jokes
- Never try to perform work/tasks that you are not qualified to do or have not been properly trained for
- Be aware of potential health & safety hazards, and report any dangerous situations or incidents to the trainer, manager or any other appropriate individual.
- Familiarise themselves with their environment, taking note of fire exits, location of fire extinguishers and first aid boxes etc.
- Accidents must be reported to the tutor or a Parenta representative at the time of the accident, this will then be logged and witnessed
- An accident or incident involving an apprentice that has happened in or at a setting should be reported to the setting immediately and recorded in their accident book. The Tutor will then be required to complete a report which outlines the accident/incident in detail and any medical attention or medicines that were taken after the accident or incident. You should also contact the People Team at the main office as soon as possible after the accident or incident

- If you have a car accident, once you have ensured your safety and that of any passengers in your vehicle, where applicable, you must contact the People Team. Please let the People Team know where you were on your way to (meeting, office, a setting or training) and the People Team will make the calls to inform them. A report will be needed. This should include an outline of the incident, any injuries or treatment received, damage to the vehicle and names of all colleagues involved. Each person involved will be required to fill in a report independently and handed to the People Team
- Parenta colleagues must **not** use residential premises to either visit or invite learners to in a professional capacity as Employer/Public Liability insurance would be void
- Parenta colleagues must not enter unoccupied premises at any time
- Parenta colleagues must not be under the influence of alcohol, or any other substances at work
- Co-operate with Parenta to promote health & safety
- Keep their Parenta electronic calendar up to date, in order that the line manager can identify the locations of colleagues for the purposes of Health and Safety
- All colleagues using their own vehicles on Parenta business must adhere to the following Company procedures:
    - Passengers other than Parenta colleagues travel in the car at their own risk and are not covered under the Parenta insurance
    - No smoking is allowed in a company vehicle
    - No use of a mobile phone or eating/drinking should be carried out while driving
    - It is the responsibility of colleagues that use their own vehicles to ensure that adequate and appropriate car insurance is purchased and that this must be kept up to date
    - Current copies of the following documents must be provided to Parenta by the colleague to be kept on file
    - Keep within traffic limits
    - Obey the rules of the road
    - Ensure that any accidents are reported to the correct agencies
    - Do NOT drive if tired
    - Ensure that the vehicle is maintained and kept in good mechanical order
    - Carry a valid / up to date fire extinguisher
    - Do NOT use mobile phones whilst driving
    - Must not drive, or be in charge of a vehicle when under the influence of alcohol or other substances

Duties of Employer

- All possible measures will be taken to ensure the well-being of all persons attending Parenta courses by following these guidelines:
    - No smoking is permitted in line with current Smoke Free legislation
    - All venues used by Parenta will hold and/or display fire and health & safety certificates
    - No hazardous substances are to be taken into training sessions
    - Keep clear and concise records of all incidents and accidents

Set Legislation that must be adhered to for Health and Safety compliance

Health and Safety at Work Act 1974
The Management of Health and Safety at work Regulations 1999
Work Place Regulations 1992
Health and Safety (First Aid) Regulations 1981
The Health and Safety information for employees Regulations 1989
Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013
Electricity at work Regulations 1989
Control of Substances, Hazardous to Health Regulations 2002
Employer's Liability (compulsory Insurance) Act 1969
The Health and Safety (Display Screen Equipment) Regulations 1992 (updated 2002)

The H&S Officer will also perform advisory duties that may include the following:

- Advising the company on a formal basis of legislative changes and their likely implications
- Acting as the company's agent in discussions with enforcement agencies or suppliers of services or equipment
- Carrying out regular inspections and audits of systems relating to these matters.
- Carrying out or arranging to have carried out investigations following accidents or dangerous occurrences and advising on actions necessary to avoid any reoccurrence.

It is the duty of every colleague while at work to carry out his/her work in a manner which is safe and absent from risk to the health of him/herself or any other person who may be affected by his/her acts or omissions.

All colleagues:

- Must familiarise themselves with the company health and safety policy and procedures and observe all safety rules
- Must obey all reasonable instructions given by line managers, the Managing Director and the Chairman - Parenta Group of Companies in addition to following all safety procedures
- Must report all accidents and damage to property or equipment to their Line Manager irrespective of whether persons are injured or not. This includes personal injury or vehicle accidents. Accidents can be reported through the staff intranet
- Must work safely and efficiently in accordance with company procedures, always ensuring their actions do not endanger themselves or others

Colleagues' Duties

1. It is the duty of all colleagues and learners to take reasonable care for the health & safety of themselves and others while working. Everyone is responsible for what they do, and what they do not do i.e. omissions.

2. Inductions include: a tour of the premises (if applicable) and introduction to colleagues, the Companies legal responsibility and duty to care, personal responsibility to themselves and others, supervision arrangement for the young adults (if applicable), a copy of most recent risk assessment, emergency and fire evacuations, first aid arrangements and reporting of accidents and incidents.

Colleague Consultation

All colleagues will be directly consulted on health and safety matters as and when appropriate.

Colleagues should raise any health & safety issues directly with the health and safety officer (and are actively encouraged to do so) and record their concerns ("Reporting of Incidents H&S/fire)" form, available on the staff intranet. Alternatively, colleagues may raise any health & safety issues with the Managing Director, the Chairman - Parenta Group of Companies or the People Team at any time

Implementation of the Policy

The Chairman - Parenta Group of Companies will ensure that the H&S policy and related procedures are implemented.

All persons involved in the operation of the company will be made aware of the rules and regulations in relation to health and safety at work and the environment.

All aspects of these shall be discussed with colleagues and subcontractors. Training in procedures and instruction if necessary will follow.

Should any person involved in the company's operation become aware of any hazard, they should bring it to the attention of their Line Manager, People Team or the Chairman - Parenta Group of Companies.

Maintenance of the Policy

This document will be updated on an ongoing basis. All those affected by changes will be either consulted as part of their development or be informed of them as soon as they occur.

This document will also be formally reviewed annually or after significant changes to the workplace, legislation or annually, whichever comes first.

Specific Arrangements

Risks are assessed for all activities undertaken by colleagues to achieve a safe, controlled working environment.

Any action deemed necessary following these assessments will be instigated by the Health & Safety Officer. Assessments will be reviewed yearly or when work activity/environment/equipment changes, whichever is the soonest.

The summary arrangements, which exist for implementing the company's policy areas as follows:

Emergency Procedures

In the event of an emergency, evacuation procedures should be strictly followed and all colleagues should ssemble at the designated assembly points. (If you are unsure of where this is, please speak to a Line Manager). Please do not stop for personal belongings.

Fire Procedures

Each office area is equipped with the appropriate fire extinguishers and smoke alarms which are serviced annually.

Home Fire Procedure Recommendation

- Ensure that you have a working fire alarm and test it once a week. #testittuesdays
- In the first instance, if it's accessible, the best route is the usual entrance and exit point of your home. However, an escape plan should always consider a second route for if the first is blocked – this is often the windows
- Consider a room in which everyone could attempt to take cover – it should have a window and a phone in it.
- Ensure routes and doors are always kept free of obstruction
- Window and door keys should be left in a safe and easy-to-find place
- Everyone in the home should know what to do in the event of a fire. It's worth practicing the escape plan regularly. Make sure children know your address in case they have to phone for help

Emergency evacuation procedure

Taking into account the number of floors at the Medway office, we have the following Zones:

Zone 1 First Floor

There will be a weekly alarm test at 9:30 am every Monday morning (5 seconds ON/OFF/ON/OFF). Should you hear the alarm at any other times or being notified of a fire, please follow the instructions of the Fire Marshals;

- You must evacuate the building IMMEDIATELY
- Do not use the lift in the event of a fire alarm
- Should we need to evacuate a person with impaired mobility
- Follow the evacuation routes as instructed by your Fire Marshals
- DO NOT stop to collect personal belongings
- Should you leave the building using the front entrance
- Should you leave the building using the fire exit on the ground floor
- Follow signs for fire assembly point
- Do not re-enter the building until the senior Fire Marshal can declare it is safe to do so

Please adhere to instructions given to you by appointed Fire Marshals on each floor.

- The evacuation of students is the responsibility of the tutor at the time
- The evacuation of guests/visitors is the responsibility of the person(s) with whom they are meeting
- PEEPs (Personal Emergency Evacuation Plan) must be adhered to when dealing with someone with impaired mobility

First Aid

There are First Aid boxes and trained First Aiders at the Parenta office (details of the appointed people can be found on the notice board). They will provide first aid to any person injured at work. In the event they are not available to do so, the most senior colleague on site will organise for the emergency services to be called.

In the event of an accident away from the office a mobile phone should be used to call the emergency services and notification to your line manager or the People Team of the accident as soon as it is practical to do so.

First aid and medicines

- First Aid equipment and supplies must be available in the offcie
- The names of first aid certificate holders are displayed around the building
- Injuries to anyone in the workplace must only be treated by someone holding a current First Aid certificate
- All injuries must be recorded in the Parenta accident book and the People Team must be notified
- Injuries to colleagues must be recorded by someone other than the colleague who is injured
- Equipment for dealing with cleaning up vomit or other body fluids is provided

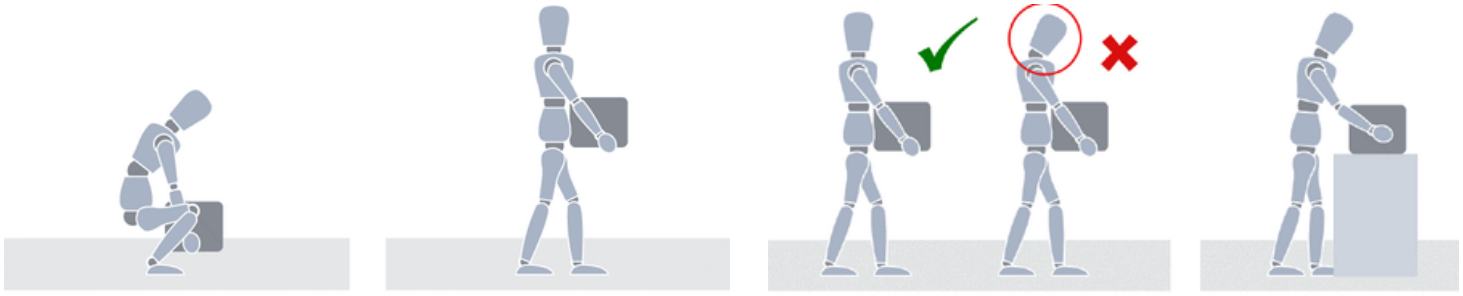
Recording of Accidents and Accident Investigation

All accidents, dangerous occurrences, and hazardous conditions must be brought to the attention of a Line Manager or the People Team.

The Health & Safety Officer will ensure that all accidents and dangerous occurrences (RIDDOR) are recorded in the company accident investigation book, and are appropriately investigated with the aim of preventing recurrence. The Health & Safety Officer is also responsible for reporting any qualifying accidents, diseases and dangerous occurrences to the enforcing body.

Manual handling

- Lifting incorrectly can cause injury
- Colleagues must ensure that they only lift or move heavy or bulky objects after proper training
- Study the manual handling guidelines and seek advice if unsure
- Seek help if necessary
- Special care should be taken when lifting from the floor or from above shoulder height



Adopt the correct posture - lift through the legs, not the back

Carry close to the body

Keep head straight when walking

Put object down first then adjust its position

Visitors

Visitors are the responsibility of their hosts at all times and must be made aware of any relevant company procedures

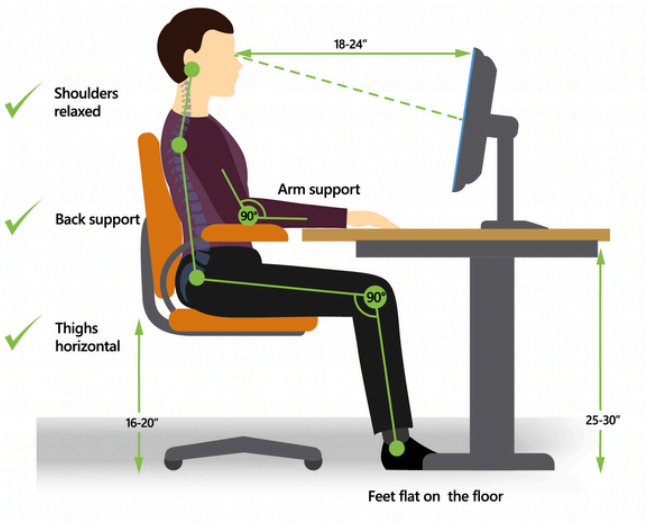
Contractors and Subcontractors

All contractors/subcontractors working on site will be required to comply with all relevant company procedures and provide evidence of their competence and compliance with health and safety matters.

Use of display screen equipment (dse)

All colleagues are assessed annually for the following criteria to ensure that no injury occurs from such activity:

- The nature of the job
- The time spent by the user on the display screen
- The complexity of the information that the user has to look at
- The need for a specific or variable response speed
- Posture and furniture adjustability
- Visual factors such as reflection, glare, brightness, contrast, etc.
- General safety, including electrical inspections, cable management, etc.
- Environmental issues such as temperature, humidity, ventilation, noise, etc.



Having assessed the risks, Parenta will take measures to reduce the risks to the extent that it is reasonably practicable.

Display screen equipment – If you use a computer as part of your job or training, please make sure that you follow the guidelines for avoiding health problems. You must complete the Display screen equipment workstation checklist and return it to the Health and Safety Officer.

- Ensure the chair back is adjusted so that your upper body is relaxed and supported
- Your lower back needs to be supported by the chair; alter the angle so that your lower back is supported.
- Adjust your seat height. Sit in front of your computer and adjust your seat height so that your forearms are horizontal and wrists are straight when your hands are placed on the keyboard. With your shoulders relaxed, the underside of the elbow should be at desk height, and your eyes should be at the same height as the top of your computer screen
- The space under your desk should allow you to place your legs underneath without twisting or leaning, or being squashed under a low desk
- Ensure your wrists are not bent, and use a wrist-rest
- Adjust your screen position - the top of the screen should be level with your eyes, and you will then naturally look at the centre of the screen

Protective Equipment and Clothing

This will be selected following an assessment of the risks and the protection given to people by the protective clothing and equipment. Where this is necessary for the conduct and completion of a colleague's role, it will be provided free of charge.

It is a condition of employment to wear the protective clothing and equipment provided. Failure to do so may result in disciplinary action and potentially dismissal.

Safe Handling and Use of Substances

Hazardous substances are rarely encountered in most colleagues' general activities; however, some cleaning fluids are subject to the COSHH regulations, and as such, these should be used with an appropriate level of care by colleagues.

Annual COSHH assessments will be conducted centrally on each type of cleaning substance used at Parenta. It is therefore important that no new types or brands of substance are purchased for office use without first notifying the People Team. Our cleaning contractors will advise Parenta when changes to the cleaning equipment happen.

Information and Training

To fulfil its duties under section 2 of the Health and Safety at Work Act 1974, the company:

- Has introduced comprehensive rules and procedures to ensure that colleagues can carry out their work safely
- Ensures no subcontractor works unless he/she can satisfy the company that all staff have received instruction at an appropriate level - documentation may be requested to justify this
- The object of all training will be to ensure the individual is competent to carry out all aspects of their job function, including health and safety - when necessary, it will be translated or further explained to those whose first language is not English
- The Health and Safety Information for Employee Regulations 1989 require the company to display an approved poster informing colleagues in general terms about the requirements of health and safety law. This is displayed clearly on each floor of the office

Lone Working

Office colleagues may be required to spend periods of time alone in the office, as rotas or unforeseen events may require.

In these events, colleagues should take all necessary precautions to keep themselves safe including:

- Locking all doors and windows - being mindful of an emergency escape route in case of fire etc.
- Having all appropriate emergency contact numbers and a telephone to hand
- If walking alone, to or from a vehicle, ensuring that the vehicle is parked in a well-lit area that is as close as possible

Parenta in turn will participate by:

- Minimising the occurrence of lone working
- Providing panic alarms for general use if desired

Mobile/field colleagues are expected to keep regular contact by phone with their line manager and must be contactable during working hours.

If a colleague knows they will not be contactable for a period of time, such as there being no signal on their mobile phone, as a result of working in an isolated area, they should pre-warn their line manager of the expected duration of this and if any necessary special arrangements should be made. These may include utilising the customer's land telephone line. Colleagues should also advise on-site colleagues of their whereabouts at all times, particularly when meeting new customers.

Lone working at home

- Keep in touch with your manager daily
- Always inform someone if you are working from a different location
- Inform your line manager of your daily work activities

Using Public Transport

- When using public transport, please be aware of the people around and your environment. If at any time you do not feel safe, leave the area and find somewhere safe to contact head office
- Please ensure that you have planned your journey, and keep to populated and well-lit areas. If you have to wait for buses or trains, wait in lit areas and where possible with others so that you are not on your own
- Please ensure that your Oyster and fares are ready and that you are not trying to find cash whilst waiting, as this could make you vulnerable
- Please keep all your possessions hidden and carefully stored so as not to draw attention to yourself. If you must use your mobile phone, keep it close with a firm grip and find a secure place to use it. Again, please be aware of the environment and the people around you
- When walking, please keep to lit areas, and plan your route before starting your journey
- If you are using your car, please ensure that you park in well-lit areas of a car park or on street areas. Be aware of your environment when getting out of the car or returning to it. Think about your personal belongings when getting in or out of the car
- For more information on personal safety, please visit https://www.suzylamplugh.org/Pages/Category/personal-safety-advice

Security

- Do not let anyone into the workplace who is not known to you. Refer unknown callers to a senior colleague who will check their identity and issue a visitor's badge appropriate
- Always ensure that the front door is shut firmly after you let someone in or go out yourself
- Colleagues should not visit the workplace out of hours without first advising their line manager
- Always ensure that the front door is locked whenever you are alone in the building
- If you see anyone in the building who is not known to you and who is not wearing an official visitor's badge, you should politely challenge them and establish their identity. They may need to be escorted to a senior colleague for a badge
- Colleagues should not bring valuables or large amounts of cash to work. If this is essential, arrange for it to be locked in a secure place
- A senior colleague should be advised if anyone is observed loitering or acting suspiciously in or close to workplace premises

Work Related Stress

Parenta recognises that from time to time, certain colleagues can become stressed, either as a result of tasks they are asked to perform as part of their job, or from sources outside their working environment. In both instances, the resultant stress may affect an individual's ability to perform their job.

Parenta acknowledges that work-related stress may be caused by the reasons outlined in the table below. In each instance, in order to minimise the occurrence of stress, the company will endeavour to monitor and control it using the noted method.

Type or source of stress	Control measure
Physical stress resulting from extremes of temperature, noise, vibration or other sources of distraction.	By meeting or bettering standards laid down in the Workplace (Health, Safety and Welfare) Regulations 1992, noise and vibration regulations, and if necessary by conducting supplementary risk assessments.
As a result of workplace bullying or harassment.	Investigate all allegations thoroughly.
From a colleague's perception of unacceptably high demands being placed upon them by their job.	To select and train people to match job descriptions and ensure competence. To appraise the performance of all colleagues at least annually to verify their ongoing competence. By designing jobs and tasks in such a manner that colleagues have the ability to exercise some control over their work rate.
From a colleague's home or personal life.	To monitor colleague wellbeing and provide a confidential platform for them to work with line managers for support.

Monitoring

To check Parenta's working conditions and ensure our safe working practices are being followed, Line Managers and the People Team will periodically monitor work activities. Any failures to comply with the requirement of this policy will be dealt with appropriately on a case-by-case basis.

General Health and Safety Principles

- If in doubt about the safety of anything you are going to do – ASK
- Ensure all rugs, leads, etc., are properly secured, with tape if necessary. Tripping is one of the main causes of injury
- Be careful when carrying anything hot, i.e. hot drinks
- Lift correctly; ask for help if necessary – following manual handling guidelines (see page 10)
- Avoid storing items above head height
- Ensure all tall furniture, e.g. cupboards, shelves, etc. are properly fastened to the wall.
- Use a ladder or steps when you need to reach anything high
- When working at height, ensure that the ladder is steadied by another colleague
- Extra care must be taken when using hazardous substances (chemicals, Tippex, disinfectant, etc.)
- Chairs and equipment must be safely stored to prevent trip hazards
- Be careful about becoming overly friendly with visitors. Advise a senior colleague if you feel conversations or physical contact is inappropriate
- If you see anything which you know is unsafe – **YOU** should correct the problem, e.g. mop up spillage or report it immediately and make the area safe until the problem is rectified
- When opening doors, do so slowly and use the vision panels where provided to ensure no one is behind the door as it opens
- All chemicals, poisons and hazardous substances must be properly labelled and kept in a locked cabinet or cupboard
- Medicines must be kept in the designated cupboard/fridge
- Children must never be left unsupervised

Appendix 1: Safe Learner Concept

Parenta Safe Learner Concept.
The health, safety and welfare of all our learners is important to Parenta.
The Safe Learner Concept is where the learner, through the quality of their learning experience:

- Gains an understanding of the importance of health and safety
- Understands how hazards are identified, risks are assessed and the principles of control measures.
- Is risk aware, not risk averse, developing a healthy attitude to risk
- Develops a set of safe behaviours, so that they play an active part in the process and acquirepractical, transferable skills from their experience

Its success relies on the continual input by Parenta and the Tutor to the management of the working/learning environment and the tasks and learning activities undertaken by the Learner to:

- Make Health and Safety an integral part of the Learner's day-to-day working life
- Enable the Learner to become hazard aware
- Give an understanding of risk and control measures
- Build confidence to work safely and challenge situations concerning them
- Contribute ideas and develop a set of safe behaviours
- Take a positive and practical perspective on health and safety

Effective Supervision

COMMITMENT:

- To set and regularly measure health and safety performance
- To provide training and resources
- Visible management involvement in health and safety

CULTURE:

- Promoting a positive safety culture to ensure everyone values the importance of preventing injuriesand maintaining continuous improvement in work performance

COMPETENCE:

- Of all individuals to recognise responsibilities, risks and effective precautions in order to prevent injury to themselves and/or others

COMMUNICATION:

- Clear, unambiguous, written procedures where there are greater risks
- Regular reinforcement through discussions

CO-OPERATION:

- Within and across teams and between organisations sharing workplaces or colleagues. Involve the learner in the process

CONTROL:

- Especially of higher-risk activities and protection of those people who are most vulnerable, for example, young people. Use of training, written procedures and supervision

A competent Tutor should also be able to:

- Assess the learner's abilities/competence to carry out tasks safely
- Identify hazards that could injure the learner at work. Young people are more vulnerable and may. require closer supervision than other colleagues
- Put in place effective controls/precautions to prevent injury, e.g. guards, barriers, prohibitions, inspections, spot checks, information, training and supervision procedures
- Allocate tasks according to an individual's capability and provide proactive supervision until they are competent
- Check their understanding of the correct procedure and necessary precautions
- Observe their performance and repeat the demonstration if necessary to reinforce understanding
- Inform the learner of where they can get help/advice in their absence would be more in context if it were read in the absence of the designated supervisor, and what to do if they are unsure. Ensure they are aware of emergency procedures
- Issue any written safe work procedures and protective equipment/clothing associated with the task
- Tutors need to be provided with adequate time, training, resources and support to enable them to supervise, with an awareness and understanding of the Learner's age, maturity and experience (or lack of)

Parenta - The Home of Early Years

Growing a setting and a great childcare team shouldn't be hard - Parenta makes it simple. We're the UK's leading specialist apprenticeship training provider for the early years sector - helping nurseries recruit, train, and retain brilliant practitioners,

And it doesn't stop there. From nursery management software, business support that actually makes a difference, and expert free sector resources, Parenta is the partner your setting didn't know it needed.

EARLY YEARS TRAINING

Boost your team's motivation and keep staff for longer by offering them childcare training – the ideal tool for you to develop and retain your staff.

TRAINING COURSES:

Government Funded:

- Level 2 Early Years Practitioner
- Level 3 Early Years Educator – now with a 'Fast Track' option – 52 weeks + EPA
- Level 5 Early Years Lead Practitioner

Qualification only courses:

- L3 SEND Coordinator
- L5 Diploma for Senior Early Years Practitioners

FREE RECRUITMENT

Our team of dedicated recruitment experts will help you find a suitable apprentice - **for free**. Once found, we will sign them up and get them started on their childcare course - providing one-to-one support throughout their training.

Book a call with us today and discover how we can grow your setting

NURSERY MANAGEMENT SOFTWARE – ABACUS ADVANTAGE

- **Abacus Advantage** helps nursery managers and owners understand their money simply and clearly
- It combines **easy-to-use software**, covering all aspects of your nursery business
- Practical guidance and hands-on support to show you exactly where your income comes from, where the pressure builds, and what to do about it

Book a free clarity call today

MARKETING SOLUTIONS

Parenta designs and builds childcare websites that attract parents, impress Ofsted, and turn visitors into enquiries.

- **Websites that work** - built by a team that knows childcare inside out.
- **Branding that means business** - from logos and prospectuses to newsletters and business cards, we create a look that makes your setting stand out and stick in people's minds.
- **Social media made simple** - we'll get you set up, show you what works, and help you build a visible, trusted presence that keeps your setting front of mind for local families.

Contact our marketing solutions team

FREE RESOURCES FOR ALL THOSE WHO WORK IN CHILDCARE

How To Guides
Covering the common challenges you face whilst working in childcare, both for childcare practitioners and business owners.

Free Webinars
Early years experts share their insights, best practices, and valuable experiences LINK

Parenta Blog
Over 3000 articles covering all things early years, written by sector experts LINK

Working together for our children

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Follow us on social media **@TheParentaGroup**

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