

PROFESSIONAL LEARNING

Maggie Banks, Senior EP Early Years

Funded Providers Heads Meeting

16th September 2025



Glasgow Educational Psychology Service
nurturing wellbeing and learning



**EY ONLINE
MODULES**



**INCLUSION
SUPPORT
MEETINGS
(ISM)**



**INCLUSION
SUPPORT AND
DEVELOPMENT
GROUPS
(INCLUSION
SDG)**

EY Online Modules

CHALLENGES

- 1140 – increased hours, new staff, shift patterns
- Demographic changes – ASL, Covid
- Ongoing staff turnover

RESPONSE

- Developed evidence-based, short, accessible EY Online Modules on core topics.

IMPACT

- Immediate, mid-term and long-term evaluations show positive impact on staff and children.



Early Years Online Learning Modules



Please click on the boxes or text to access the hyperlinked modules, handouts and evaluation forms.

Core Modules

Attachment	Module 1 An introduction to attachment: Key concepts	Module 2 Attachment relationships & brain development	Module 3 Attachment in the playroom			 Evaluation and Certificate 1
Nurture	Module 4 Introduction to Nurture	Module 5 Introduction to Nurture Principles 1-3	Module 6 Introduction to Nurture Principles 4-6			 Evaluation and Certificate 2
Child Development	Module 7 General child development	Module 8 Brain development	Module 9 Gross motor development	Module 10 Visual, perceptual & fine motor development	Module 11 Social behaviour & play development	 Evaluation and Certificate 3
Language and communication Development	Module 12 What is language & communication & why is it important?	Module 13 The building blocks of language	Module 14 Children’s language development	Module 15 How children learn language and what we can do to help	Additional materials: Module 13: Handout Module 15: Handout	 Evaluation and Certificate 4
Implications for Practice	Module 16 The role of the adult					



Early Years Online Learning Modules



Please click on the boxes or text to access the hyperlinked modules, handouts and evaluation forms.

Additional Modules

Five to Thrive

Module 1

An Introduction to Five to Thrive

Module 2

An Introduction to Five to Thrive



Evaluation and certificate

Transition to Primary School

Module 1

An Introduction to Transitions in the Early Years

Module 2

Transition planning and supports

Module 3

Transition planning and supports continued

Module 4 (OPTIONAL)

Transitions processes and timeframes

N.B. Module 4 may be most useful for those who have responsibility for overseeing and planning for transitions to Primary 1, and planning and chairing meetings.



Evaluation and certificate

Infant Mental Health and Wellbeing

Module 1

An Introduction to Infant Mental Health and Wellbeing

Module 2

Defining Infant Mental Health and Wellbeing

Module 3

Risk and Protective Factors

Module 4

Social and Emotional Development

Module 5

Role of the adult in Infant Mental Health and Wellbeing

Module 6

Parents/carers and Infant Mental Health and Wellbeing



Evaluation and certificate

Loss and Bereavement

Module 1

An introduction to Loss, Bereavement and Grief

Module 2

Understanding different types of grief

Module 3

An introduction to Loss, Bereavement Understanding theories of grief

Module 4

How children understand loss and bereavement at different stages

Module 5

Role of adults in support children who have experienced loss and bereavement



Evaluation and certificate

Milestones

Module 1

An introduction to the Milestones document

Module 2

An introduction to the Milestones tracker



Evaluation and certificate

Evaluation: Immediate

94% of practitioners reported increased understanding and confidence across all modules.



Responding
to individual
needs

Sharing
knowledge
with
colleagues

Applying
learning to
everyday
practice

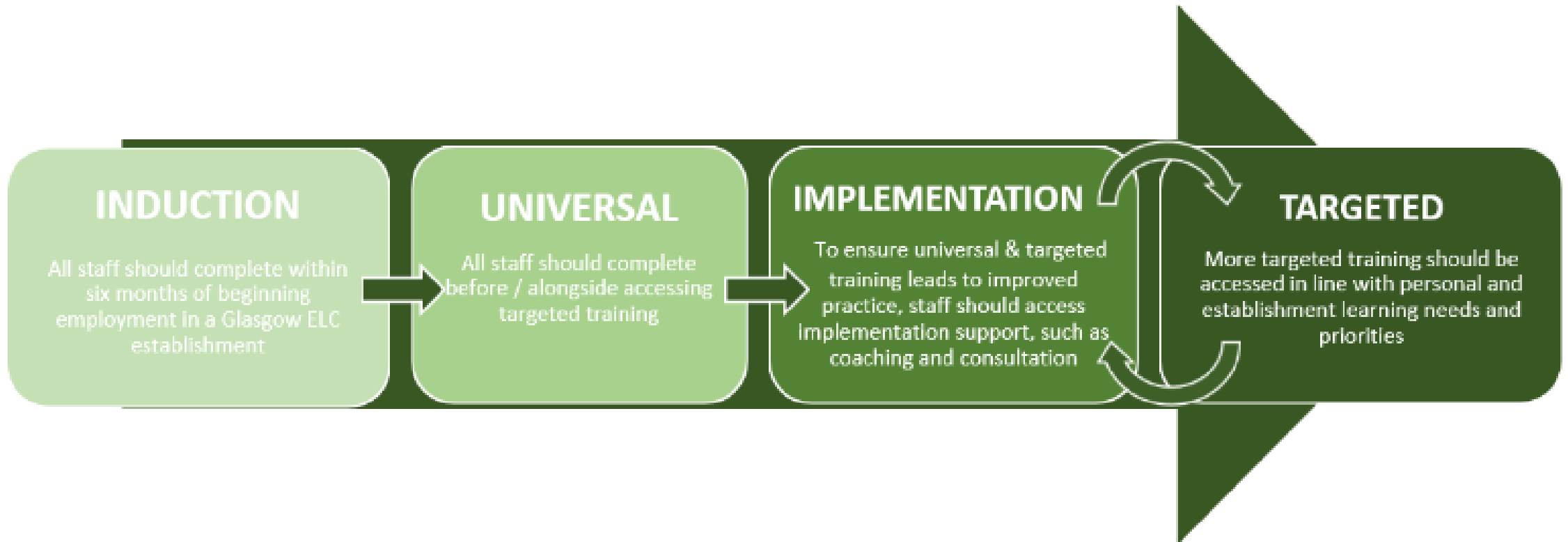
Evaluation: Mid-term (6 months)

- Practitioners reported increased confidence, self-awareness, and reflective practice.
- Participants applied strategies such as attunement principles and self-regulation techniques.
- Practitioners also reported notable improvements in children's early years experiences, including better transitions and positive relationships.

Evaluation: Long-term (2 years)

- Practitioners reported:
 - Improved transitions and relationships with children
 - Improved emotion regulation for practitioners and children
 - More robust and holistic planning and assessment processes
 - Increased understanding of children's development and behaviour in line with a nurturing approach
 - Increased creativity, problem-solving, and reflective practice
 - Increased confidence in their practice

PROFESSIONAL LEARNING FRAMEWORK FOR EARLY YEARS STAFF



WHOLE ESTABLISHMENT DEVELOPMENT AND PRACTICES

Whole establishment development should align with local, authority and national priorities and include a robust implementation plan

EY Online Modules



Password: **Early Years**

Inclusion Support Meetings

Professional development through peer support and consultation with partner agencies, focused on case / themed discussions.



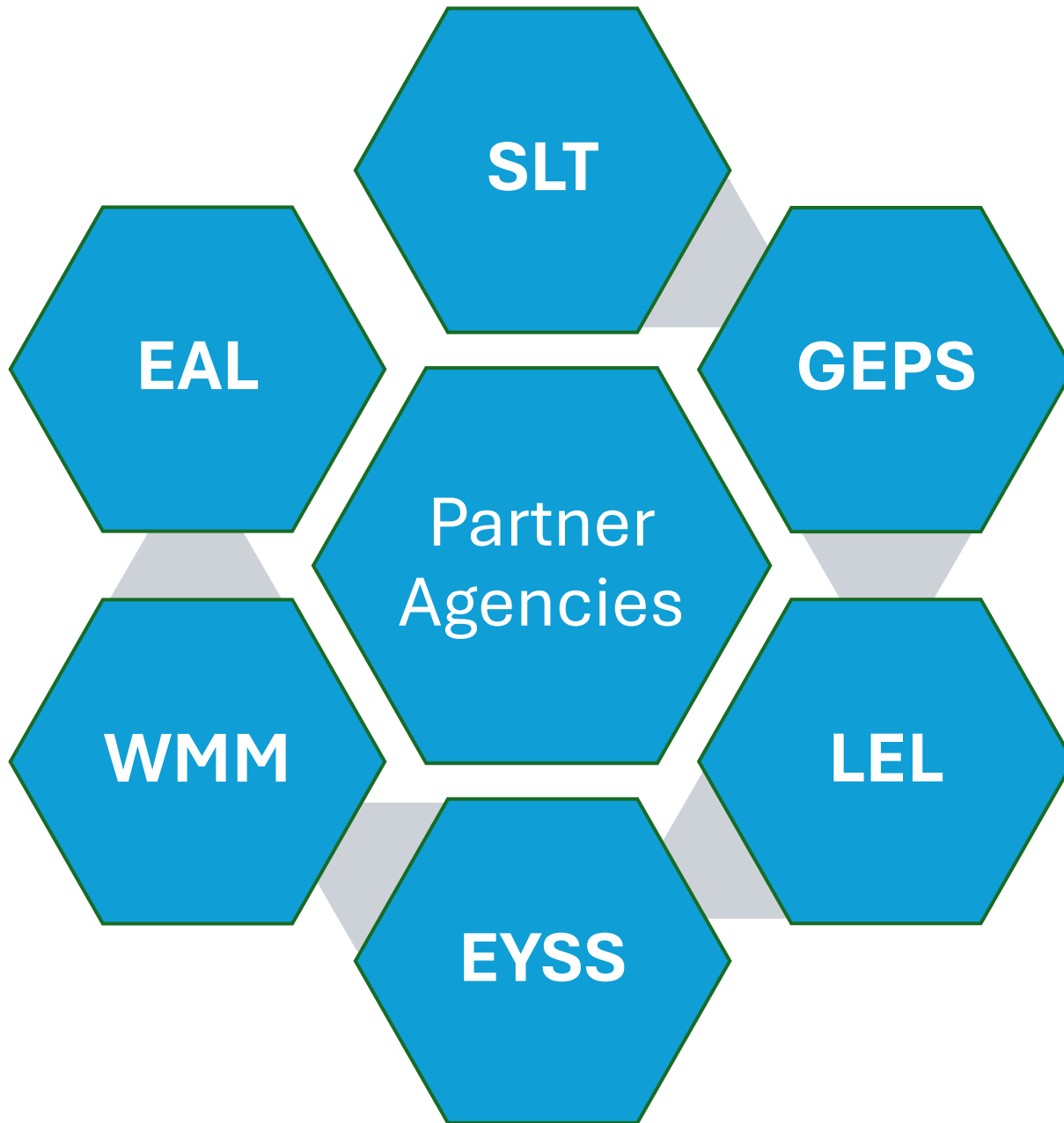
**SOLUTION-
ORIENTED**



**STRENGTHS-
BASED**



**STAGE 1 AND 2
FOCUS**



SLT: Speech and Language
Therapists

GEPS: Glasgow Educational
Psychological Service

LEL: Leaders of Early Learning

EYSS: Early Years Support Service

WMM: Wee Minds Matter – Infant
Mental Health Team

EAL: English as an Additional
Language

INCLUSION SUPPORT MEETINGS

“It’s brought so much information and confidence to not just me but the staff in the nursery.”

“It has provided us with new and different strategies and resources.”

“Would be useful to have more people who can share ideas.”

“Building up good bonds with other services.”

“Great advice from other attendees and experts.”

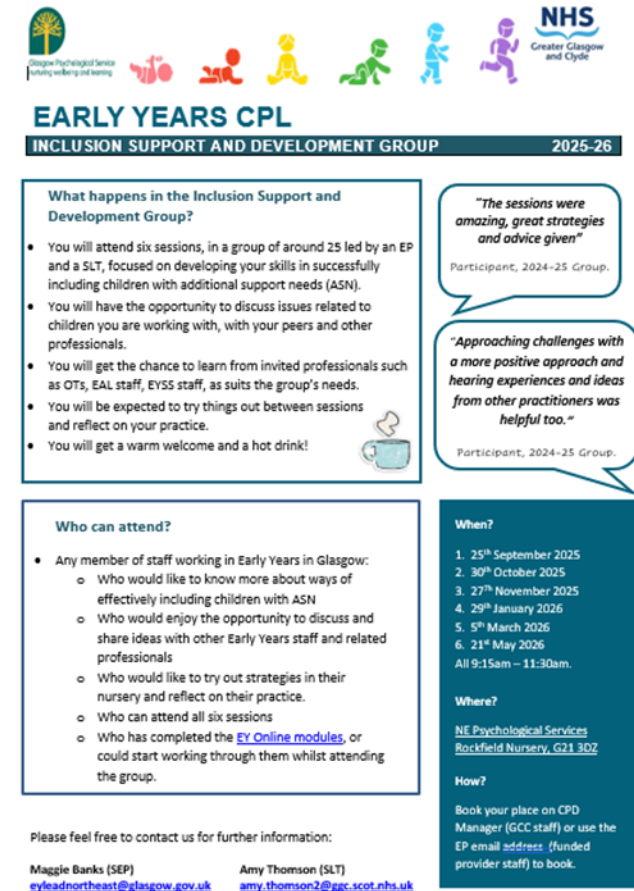
Inclusion Support Meetings



MS Form to be added to
attendance list

Inclusion Support and Development Groups

- Six sessions, in a group of around 25 led by an EP and a SLT, focused on developing skills in successfully including children with additional support needs (ASN).
- Opportunity to discuss issues related to children you are working with, with your peers and other professionals.
- Opportunity to learn from invited professionals such as OTs, EAL staff, EYSS staff, as suits the group's needs.
- Expected to try things out between sessions and reflect on your practice.



The flyer is titled 'EARLY YEARS CPL INCLUSION SUPPORT AND DEVELOPMENT GROUP 2025-26'. It features logos for Glasgow Psychological Services and NHS Greater Glasgow and Clyde at the top. The main content is organized into several sections: 'What happens in the Inclusion Support and Development Group?' which lists six bullet points about the sessions; 'Who can attend?' which lists eligibility criteria; 'When?' which lists six dates from September to May; 'Where?' which provides the location; and 'How?' which explains how to book. There are also two participant quotes in speech bubbles and contact information at the bottom.

What happens in the Inclusion Support and Development Group?

- You will attend six sessions, in a group of around 25 led by an EP and a SLT, focused on developing your skills in successfully including children with additional support needs (ASN).
- You will have the opportunity to discuss issues related to children you are working with, with your peers and other professionals.
- You will get the chance to learn from invited professionals such as OTs, EAL staff, EYSS staff, as suits the group's needs.
- You will be expected to try things out between sessions and reflect on your practice.
- You will get a warm welcome and a hot drink!

"The sessions were amazing, great strategies and advice given"
Participant, 2024-25 Group.

"Approaching challenges with a more positive approach and hearing experiences and ideas from other practitioners was helpful too."
Participant, 2024-25 Group.

Who can attend?

- Any member of staff working in Early Years in Glasgow:
 - Who would like to know more about ways of effectively including children with ASN
 - Who would enjoy the opportunity to discuss and share ideas with other Early Years staff and related professionals
 - Who would like to try out strategies in their nursery and reflect on their practice.
 - Who can attend all six sessions
 - Who has completed the [EY Online modules](#), or could start working through them whilst attending the group.

When?

1. 25th September 2025
2. 30th October 2025
3. 27th November 2025
4. 29th January 2026
5. 5th March 2026
6. 21st May 2026

All 9:15am – 11:30am.

Where?

[NE Psychological Services](#)
[Bockfield Nursery, G21 3QZ](#)

How?

Book your place on CPD Manager (GCC staff) or use the EP email address (funded provider staff) to book.

Please feel free to contact us for further information:

Maggie Banks (SEP) eyleadnortheast@glasgow.gov.uk Amy Thomson (SLT) amy.thomson2@ggc.scot.nhs.uk

Inclusion Support and Development Groups



Download flyer for details
of the group in your area

**Remember to
check out...**

[Glasgow Early Years](#)

@glasgowEY

@glasgowEY.bsky.social

**Glasgow Early Years
website**



Explore for further supports
and information