

Safeguarding and Welfare Requirement: Staff Qualifications, Training, Support and Skills

Providers must ensure that all staff receive induction training to help them understand their roles and responsibilities.

3.1 Induction of staff, volunteers and managers

Policy statement

We provide an induction for all staff, volunteers and managers in order to fully brief them about the setting, the families we serve, our policies and procedures, curriculum and daily practice.

Procedures

- We have a written induction plan for all new staff, which includes the following:
 - Introductions to all staff and volunteers, including management committee members where appropriate.
 - Familiarising with the building, health and safety, and fire and evacuation procedures.
 - Ensuring our policies and procedures have been read and are carried out.
 - Introduction to parents, especially parents of allocated key children where appropriate.
 - Familiarising them with confidential information where applicable in relation to any key children.
 - Details of the tasks and daily routines to be completed.
- The induction period lasts at least two weeks. The manager inducts new staff and volunteers. The chairperson or senior manager inducts new managers.
- During the induction period, the individual must demonstrate understanding of and compliance with policies, procedures, tasks and routines.
- Successful completion of the induction forms part of the probationary period.

This policy was adopted at a meeting of	<u>Paddocks Pre-school</u>	<i>(name of provider)</i>
Held on	<u>November 2020</u>	<i>(date)</i>
Date to be reviewed	<u>Autumn Term 2021</u>	<i>(date)</i>
Signed on behalf of the provider	<u>GOverton</u>	
Name of signatory	<u>Gemma Overton</u>	
Role of signatory (e.g. chair, director or owner)	<u>Chair</u>	

Other useful Pre-school Learning Alliance publications

- Employee Handbook (2012)
- Recruiting and Managing Employees (2011)

Staff Signatures (LG, LG, SL, SJ, JC, LW, CM, GP, AS)

EYA updated – Oct 2013
Reviewed – Nov 2020