

Induction of Employees and Volunteers

October 2023

Policy statement

We provide an induction for all employees and volunteers 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 employees and volunteers
 - Familiarisation with the building, health and safety, and fire and evacuation procedures
 - Ensuring our policies and procedures are read and adhered to
 - Introduction to the parents, especially parents of allocated key children where appropriate
 - Familiarisation with confidential information in relation to any key children where applicable
 - Details of the tasks and daily routines to be completed
- The induction period lasts at least two weeks. The manager inducts new employees and volunteers.
- 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.
- Following induction, we continue to support our staff to deliver high quality performance through regular supervision and appraisal of their work.

Further information

- Recruiting Early Years Staff (2016)
- People Management in the Early Years (2016)

Version	Changes made	Author	Date	Review Date
1.0	Baseline version	H Clarke	20 th June 2020	September 2020
1.1	Review – no changes	H Clarke	20 th September 2020	September 2021
1.2	Review – no changes	H Clarke	22 nd November 2021	September 2022
1.3	New Logo	H Clarke	9 th September 2022	September 2023
1.4	No Changes	H Clarke	27 th September 2023	September 2024