



# Staff Qualifications, Training, Support and Skills Policy

## 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 (see Dropbox) for all new staff, which includes the following:
  - Introductions to all staff and volunteers, including management committee members.
  - Familiarising with the building, health and safety, 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

Widecombe Preschool

To be reviewed

\_\_\_\_\_ (date)

Signed by Supervisor/ management committee

\_\_\_\_\_

Name of signatory

\_\_\_\_\_

Role of signatory (e.g. Supervisor/chair/owner)

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### Other useful Pre-school Learning Alliance publications

- The New Early Years Employee Handbook (2019)
- Recruiting Early Year Staff (2016)
- People Management in Early Years (2016)