

# INDUCTION OF EMPLOYEES AND VOLUNTEERS POLICY

## INTRODUCTION

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 an 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 three months. The manager inducts new employees and volunteers. The owner or deputy manager inducts new managers. During the induction period, the individual must demonstrate understanding of and compliance with policies, procedures, tasks and routines.
- Following induction, we continue to support our staff to deliver high quality performance through regular supervision and appraisal of their work.