

### General Welfare Requirement: Suitable People

Providers must ensure that adults looking after children, or having unsupervised access to them, are suitable to do so.

## Trinity Pre-school - Employment

### 2.2 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.

#### EYFS key themes and commitments

| A Unique Child   | Positive Relationships | Enabling Environments      | Learning and Development |
|------------------|------------------------|----------------------------|--------------------------|
| 1.3 Keeping safe | 2.4 Key person         | 3.2 Supporting every child |                          |

#### 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.
  - Familiarising with the building, health and safety and fire 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 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>Trinity Pre-school Committee</u> | name of setting |
| Held on                                      | <u></u>                             | (date)          |
| Date to be reviewed                          | <u></u>                             | (date)          |
| Signed on behalf of the management committee | <u></u>                             |                 |
| Name of signatory                            | <u>Stephen Calcott</u>              | <u>12/11/10</u> |
| Role of signatory (e.g. chair/owner)         | <u>Committee Member</u>             |                 |

**Other useful Pre-school Learning Alliance publications**

- Employee Handbook (2009)
- Employment in Early Years Settings (2007)