

## **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 employees and volunteers**

#### **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 or deputy manager inducts new employees and volunteers, the deputy or third in charge may follow up the initial induction with a review meeting or continue the extended induction.
- 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.

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| This policy was adopted by                        | Daffodils Outdoor Nursery Ltd  | <i>(name of provider)</i> |
| On  | 22 <sup>nd</sup> February 2018 | <i>(date)</i>             |
| Date to be reviewed                               | February 2019                  | <i>(date)</i>             |
| Signed on behalf of the provider                  | _____                          |                           |
| Name of signatory                                 | _____                          |                           |
| Role of signatory (e.g. chair, director or owner) | _____                          |                           |

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