

# The Fledgelings Preschool



## 3.1 Induction of staff, volunteers and managers

### 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 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.
  - Copies of contracts and the Employee Handbook issued and explained, including the disciplinary and grievance procedure.
- 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.
- Following induction, we continue to support our staff to deliver high quality performance through regular supervision and appraisal of their work.

This policy was reviewed by	<u>The Fledgelings Preschool</u>
On	<u>16/08/2017</u>
Date to be reviewed	<u>August 2019</u>
Signed on behalf of the provider	<u></u>
Name of signatory	<u>Rachel Bell</u>
Role of signatory	<u>Committee Member</u>