

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

Little Fingers Pre-school 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 [including management committee members].
 - 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 inducts new employees and volunteers. A member of the senior management team 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 adopted by

Little Fingers Pre-school

On

March 2022

Date to be reviewed

Signed on behalf of the provider

Carolyn Coleman

Name of signatory

Role of signatory (e.g. chair, director or owner)

Chair

Other useful Pre-school Learning Alliance publications

- Employee Handbook (2012)
- Recruiting and Managing Employees (2011)

3.1 Induction of employees and volunteers

COVID-19 Addendum

Volunteers may now be used to support the work of the setting, as would usually be the case.

We ensure that they are properly supported and given appropriate roles.

All volunteers, continue to follow the appropriate safeguarding checks and risk assessment process, and under no circumstances should a volunteer who has not been appropriately checked, and risk assessed, be left unsupervised or allowed to work in regulated activity.

Mixing of volunteers across groups is kept to a minimum and they are expected to adhere to all of the setting's system of controls in place.

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