

### 3.0 Staff Qualifications, Training, Support and Skills

#### **Safeguarding and Welfare Requirement: Staff Qualifications, Training, Support and Skills**

Whimble Preschool 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 [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. The Chairperson 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	Whimble Preschool
On	12/9/19
Date to be reviewed	12/10/20
Signed on behalf of the provider	
Name of signatory	Joe Pearce
Role of signatory (e.g. chair, director or owner)	Chairperson