

## Suitable People


### 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*

<b>A Unique Child</b>	<b>Positive Relationships</b>	<b>Enabling Environments</b>	<b>Learning and Development</b>
1.3 Keeping safe	2.4 Key person	3.2 Supporting every child	

This Policy was adopted at a meeting of Wellow Under Fives Preschool	
Held On	6 <sup>th</sup> December 2011
Date to be reviewed	December 2012
Signed on behalf of the management committee	
Name of signatory	Rob Blakemore
Role of signatory	Chairperson

## *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.

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

- Employment in Early Years Settings (2007)