



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. 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 at a meeting of

Tansor Playgroup Committee

Held on

29th June 2009

Signed on behalf of Tansor Playgroup Committee

Sarah Harrison

Role of signatory

Chair of Playgroup Committee

This policy was reviewed and updated on

31st January 2011

Reviewed on behalf of Tansor Playgroup Committee

Faye Betts

Role of reviewer

Co-Chair of Playgroup Committee

This policy was reviewed and updated on	1 st September 2012
Reviewed on behalf of Tansor Playgroup Committee	Adrian Smith
Role of reviewer	Chair of Playgroup Committee
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This policy was reviewed and updated on	16 th March 2017
Reviewed on behalf of Tansor Playgroup Committee	Sue Bradley
Role of reviewer	Co-Chair of Playgroup Committee
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Other useful Pre-school Learning Alliance publications

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