

# TIDDLYWINKS

## **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

### **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.

#### **Procedures**

We have a written induction plan for all new staff, which includes the following:

- \* Introductions to all staff and volunteers, including management where appropriate.
- \* Familiarising with the building, health and safety, and fire and evacuation procedures.
- \* Ensuring our policies, procedures and risk assessments 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.

- \* Safety and security of the building, and outdoor spaces.
- \* EYFS guidance discussed and documents given.
- \* Health issues and concerns discussed.

The induction period lasts at least two weeks. The manager inducts new staff and volunteers. The senior manager inducts new managers. During the induction period, the individual must demonstrate understanding of and compliance with policies, procedures, safeguarding tasks and routines. Successful completion of the induction forms part of the probationary period.

Signed.....Owner/Manager

Date.....Review.....