

General Welfare Requirement: Suitable People

Providers must ensure that adults looking after children, or having unsupervised access to them, are suitable to do so.

Employment

2.2 Induction of staff, volunteers and managers

Policy Statement

'Tick, Tock' Pre School provide an induction for all staff, volunteers and managers in order to fully brief them about the pre school, the families we serve, our policies and procedures, curriculum and daily practice.

EYF5 key themes and commitments

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

Procedures

- We have a written induction plan for all new staff, which includes the following:
- Introductions to all staff and volunteers.
- 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 supervisor inducts new staff and volunteers. The manager or senior supervisor inducts new supervisors.
- 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)*