

Little Ducklings Pre-School

Staff Induction Policy

Each new member of staff at Little Ducklings Pre-School receives a copy of all of the Pre-School's policies and procedures. Within the first month of their employment, the manager will discuss the practical implications of the Pre-School's policies and procedures with them. The new staff member will sign the **Policy Confirmation Slip** to confirm that they have read and understood the Pre-School's policies.

All new staff will receive induction training which will include:

- Introduction to their colleagues, children and parents or carers
- Tour of the premises including: identification of all fire exits, location of first aid kit and fire safety equipment, and information about the emergency evacuation procedures; outside play areas, fire assembly points, collection points at the school, route from the school to the Club etc, and identification of any known hazards
- Thorough briefing about the Pre-School's safeguarding and child protection policy and procedures and about our Equal Opportunities policy and ethos.
- Location of Pre-School records and documentation, storage, toilets etc
- Overview of all aspects of the day-to-day management and running of the Pre-School
- Explanation of the Pre-School's obligation to comply with the Early Years Foundation Stage (EYFS)
- Explanation of the processes for appraisals, training and development, booking holidays, sickness absence, staffing rota, etc.

Development and training

To ensure that staff development needs are being met, and that staff training and qualifications are meeting the requirements of the Pre-School and the Statutory Framework for the Early Years Foundation Stage, we provide all our staff with:

- a thorough induction process
- a system of regular appraisals and supervision
- opportunities for training and professional development.

We also keep an up to date record of staff qualifications and maintain a training development plan.

Appraisals and supervision

The manager will hold an annual appraisal meeting with individual staff. The appraisal will reflect on progress and challenges over the previous year and identify current knowledge and skills, areas for future development and potential training needs.

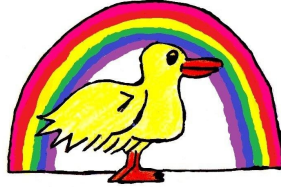
The manager will hold termly supervision with staff to monitor their professional development, well being, progress and development of key children.

Little Ducklings

Holbein Close, Basingstoke, RG21 3EX.

☎ 01256 413794 littleducklings@ymail.com

Ofsted Registration: EY424761 Charity Registration: 1132767



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Training

The manager will identify and promote suitable training courses for staff so that they can expand their professional development and keep their knowledge of childcare and playwork issues up to date. Staff are expected to attend training courses as and when requested by their manager.

Staff meetings

Staff meetings provide a forum in which staff can share information, solve problems and raise work issues. Staff meetings are usually held termly.

Signed on behalf of Little Ducklings Pre-School: _____

Position: _____

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