



Play in Ltd

Staff Induction and Development Policy

At the start of your employment with our Company you are required to complete an induction programme, during which all of our policies & procedures will be explained to you. Information relating to these will be given to you at the induction. You will also be given a team induction, where you will be introduced to the staff who will be working alongside you.

Our policy is to monitor your work performance on a continuous basis so that we can maximise your strengths, and help you overcome any possible weaknesses. This includes a supervision & appraisal scheme which will help monitor staff performance levels with a view to maximising the effectiveness of individuals. You will be informed in advance of your appraisal dates.

Each new member of staff at Play in Ltd receives a copy of all of the Club's policies and procedures. Within the first month of their employment, the manager will discuss the practical implications of the Club'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 Club'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: all fire exits, location of first aid kit and fire safety equipment, information about emergency evacuation procedures; outside play areas, fire assembly point, collection points at the school, route to and from school, identification of any known hazards
- Thorough briefing on our Safeguarding, Equalities and Data Protection policies and procedures
- Location of Club records and documentation, storage, toilets etc
- Overview of all aspects of the day-to-day management and running of the Club
- Explanation of the Club'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 Club and the EYFS, we provide all our staff with:

- a thorough induction process
- a system of regular appraisals and reviews
- opportunities for training and professional development.
- We also keep up to date records of staff qualifications and maintain training development plans

Appraisals and supervisions

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 quarterly supervisions with staff to monitor their professional development and progress with regards to the targets set, and issues raised, during their annual appraisals and previous supervisions. The Manager will also hold regular development meetings with all staff as and when needed. (see Supervisions Policy for more details)

Training

The manager will identify and promote suitable training courses for staff so they can expand their professional development and keep their knowledge of childcare and play work 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 held approx once a month.

This policy was adopted by: Play in Ltd	Date: Sept 2022
To be reviewed: Sept 2023	Signed:

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2021): Safeguarding and Welfare Requirements: Staff qualifications, training, support and skills [3.20 - 3.26]*.