15. INDUCTION OF EMPLOYEES AND VOLUNTEERS

Policy statement

We provide an induction for all employees and volunteers in order to fully brief them about ASK, the families we serve, our policies and procedures, and our 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;
  - 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; and
  - 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. The Registered Provider/Owner 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 by:	ASK Kindergarten & Clubs
On:	May 07, 2026
Date to be reviewed:	May 07, 2027
Signatory:	Mark Stewart
Role of Signatory:	Owner & Ofsted Registered Provider