



Induction policy

September 2020

This policy applies to all employees and also, as appropriate, to volunteers, students and governors who will all receive a tailored induction programme which

will include appropriate information, training, observation, and mentoring as appropriate.

Safeguarding Children and Child Protection will feature prominently in every induction programme.

The first weeks and months are vital to the success of any appointment. The arrangements made for introducing a new employee, volunteer or governor to the duties of the post, and to the school as a whole, provide the foundation for successful and safe contribution to the school. The Induction Programme is designed to help new employees, volunteers and governors become familiar with the requirements of their position and learn about the school culture, ethos, priorities aims and working practices effectively and efficiently so that they become knowledgeable and confident as quickly as possible.

The Induction Programme should be cross- referenced to the NQT Induction requirements and probationary periods for support staff, as appropriate.

Induction is an organic on-going and evolving process that realistically takes weeks and months. The ethos of the school is that together we share responsibility for our school and our community so we can make a big difference to the lives around us. There is an expectation that new members joining the team will be proactive in asking for information and help - however big or small.

The induction process should

- Provide information and training on the school's policies and procedures
- Provide Child Protection information - including outlining responsibilities
- Enable the colleague to contribute to improving and developing the overall effectiveness of the school, raising pupil achievement, and meeting the needs of pupils, parents and the wider community
- Contribute to the colleague's sense of job satisfaction and personal achievement
- Explain the school's Code of Conduct to ensure that all staff, volunteers, students and governors new to the school understand what is expected of them at the school and gain support to achieve those expectation
- Identify and address any specific training needs

The induction programme may include:

- A meeting with the headteacher or mentor
- Signposting to the list of essential policies on the website - signing that these have been read
- Receiving copies of essential documents relating to role
- Explanation of help and support available
- Details of work shadowing and assigning of a buddy if appropriate
- Details of other relevant individuals with responsibility for induction e.g. the IT technician to offer log- ins etc, the designated mentor or supervisor

Management and Organisation of Induction

Responsibility for Induction

The Headteacher is responsible for the overall management and organisation of induction of new teacher employees.

The induction lead is responsible for the overall management and induction of volunteers.

The student placement lead is responsible for the overall management and induction of students.

The SLT is responsible for the overall management and organisation of induction of new teaching assistants, with support from the induction lead.

The Chair of Governors is responsible for the overall management and organisation of induction of Governors, with support from the induction lead.

Supervisors

The person responsible for induction should:

- Make arrangements to ensure that a new member of staff, volunteer or governor is welcomed.
- Ensure that immediate needs are identified **before** taking up the position where possible
- Provide, if appropriate, a tour of the school and information about facilities, answering questions and giving practical advice
- Introduce key personnel and assigning a buddy (if appropriate)

- Ensure that an Induction Programme is provided, delivered and evaluated

The Induction Programme

The person responsible for induction should ensure that an Induction is provided personally, or by the line manager or mentor, or another person with delegated responsibility, which will include:

- Child Protection information including identifying the DSL and Deputy DSL
- Health and Safety procedures
- a checklist of the policies and procedures to be understood
- details of help and support available
- a diary of meetings
- details of other relevant individuals with responsibility for induction e.g. the designated mentor or supervisor
- Induction programmes should be tailored to specific individuals. Areas which should be considered for each category of staff are set out below. These are not intended to be exhaustive and careful consideration should be given in relation to each post and the experience of the post holder.

Teaching Staff including teaching assistants, and students

All new staff will be given appropriate induction advice, training and resources by their line manager and others e.g. the deputy head and senior teachers. This is likely to be over time and as necessary.

This should include:

- Safeguarding children and children protection policy
- Health and safety
- Fire and emergency procedures
- First aid
- Acceptable Use Policy including access to a school laptop
- Curriculum documents
- Staff Handbook including the staff code of conduct

- School Website
- Policy documents, including Raising Attainment plan
- Assessment advice and deadlines, recording, reporting, resources and procedures,
- Class and set lists,
- Information on whole school and year group data, including SEN and "Disadvantaged"
- Timetables

Administrative Staff

All new staff should be given appropriate induction advice, training and resources by their line manager, with support from the induction lead. This should include:

- Safeguarding children and children protection
- Health and safety
- Fire and emergency procedures
- First aid
- Code of Conduct
- Staff Handbook
- School administrative systems and procedures
- Specific job related training such as finance, for recruitment selection administration etc.

Cleaning/Caretaking/Kitchen Staff

All new staff should be given appropriate induction advice, training and resources by their line manager, with support from the induction lead. This should include:

- Safeguarding children and children protection
- Health and safety
- Fire and emergency procedures

- First aid
- Code of Conduct
- Staff Handbook
- Specific job related training such as manual handling, use of ladders, kitchen safety etc

Midday supervisors

All new staff should be given appropriate induction advice, training and resources by their line manager, with support from the induction lead. This should include:

- Safeguarding children and children protection
- Health and safety
- Fire and emergency procedures
- First aid
- Code of Conduct
- Staff Handbook
- Specific job related training such as Behaviour management

Governors

All new Governors should be given appropriate induction advice, training and resources by the Chair of Governors and the Headteacher, with support from the induction lead. This may include:

- Governor Induction training provided by the LA
- Safeguarding children and children protection
- Health and safety
- Fire and emergency procedures
- First aid
- Code of Conduct

- Current relevant school information, policy documents and Raising Attainment Plan
- School brochure including staffing, Ofsted and school performance data
- DfES information on the role of governor
- Governing Body Policy documents.
- Dates and times of whole governing body and sub committee meetings
- Access and information of previous governing body minutes,
- Latest governing body report to parent and school newsletters.
- Information and access to governor training courses.

Volunteers

All new volunteers should be given appropriate induction advice, training and resources by the induction lead. This should include;

- Safeguarding children and children protection
- Health and safety
- Fire and emergency procedures
- First aid
- Code of Conduct