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OUR LADY + ST JOSEPH  
CATHOLIC PRIMARY SCHOOL

# ***STAFF INDUCTION POLICY*** ***OUR LADY & ST JOSEPH CATHOLIC PRIMARY*** ***SCHOOL***

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APPROVED BY: Governors  
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## 1 Introduction

- 1.1 This policy applies to all employees and also, as appropriate, to volunteers, agency staff and governors who will all receive a tailored induction programme. The Induction Programme will include appropriate information, training, observation and mentoring. Safeguarding Children and Child Protection will feature prominently in The Induction Programme.
- 1.2 The first weeks and months are vital to the success of any new 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 contributions to the school. The Induction Programme is designed to help new employees, volunteers and governors become familiar with the requirements of their position. It also enables them to learn about the school culture, ethos and working practices effectively and efficiently so that they become knowledgeable and confident as quickly as possible. The Induction Programme is cross-referenced to the NQT Induction requirements and probationary periods for support staff, as appropriate.
- 1.3 The Induction Programme will:
- Provide information and training on the school's policies and procedures
  - Provide Child Protection training and assess its effectiveness
  - Enable the colleague to contribute to improving and developing the overall effectiveness of the school, raising pupil achievement while 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 and governors new to the school understand what is expected of them at the school and gain support to achieve those expectations
  - Identify and address any specific training needs
- 1.4 The Induction Programme will include:
- An induction checklist of the policies, procedures and training to be covered
  - An induction timetable
  - Details of help and support available
  - Details of work shadowing and relevant CPD, if appropriate
  - Details of relevant individuals with responsibility for induction e.g. members of SLT, the designated mentor or supervisor
  - A visitors guide setting out the important elements of Safeguarding and Health and Safety



1.5 Appendices

Appendix 1	Management and Organisation of Induction
Appendix 2	The Induction Programme
Appendix 3	Induction Checklist
Appendix 4	Visitors Guide



## Appendix 1

### Management and Organisation of Induction

#### 1. Responsibility for Induction

The Headteacher or a member of SLT (including the SBM) is responsible for the overall management and organisation of the induction of new employees, supply teachers, agency staff and volunteers.

The Chair of Governors is responsible for the overall management and organisation of induction of Governors.

#### 2. 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, with risk assessments put in place if needed
- Provide, if appropriate, a tour of the school and information about facilities, answering questions and giving practical advice
- Introduce key personnel
- Ensure that an Induction Programme is provided and delivered
- Share Visitors Guide and direct employee to other relevant policies which can be found on the school website



## Appendix 2

### The Induction Programme

#### Induction Programme

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

- A statement of training needs, in particular Child Protection, Health and Safety, Prevent, FGM, E-Safety, GDPR, Code of Conduct, Fire Safety and Keeping Children Safe in Education
- A training / CPD timetable
- A visitors guide
- A checklist of the policies and procedures to be understood, which can be found on school website
- Details of help and support available
- Details of other relevant individuals with responsibility for induction e.g. the designated mentor or supervisor

Induction programmes should be tailored to specific individuals. The areas that 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.

#### Supply Teachers and Agency Staff

All new supply teachers and agency staff should be given appropriate induction advice, training and resources by a member of SLT.

This should include:

- Safeguarding children, Child protection and Part 1 of Keeping Children Safe in Education
- Health and safety
- Prevent
- FGM
- E-Safety
- GDPR
- Fire and emergency procedures
- First aid
- Code of Conduct
- Behaviour management policy
- Relevant information on curriculum, schedules and timetables



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- Visitors guide
- Supply Teachers and Agency staff should also be directed to the school website where they can find all the latest versions of the school's policies.



## **Teaching Staff including Teaching assistants**

All new staff should be given appropriate induction advice, training and resources by a member of the school's Senior Leadership Team or the Wider Management team as appropriate.

This should include:

- Safeguarding children, Child protection and Part 1 of Keeping Children Safe in Education
- Health and safety
- Prevent
- FGM
- E-Safety
- GDPR
- Fire and emergency procedures
- First aid
- Code of Conduct
- Behaviour management policy
- Relevant information on curriculum, schedules and timetables
- Policy documents
- Visitors guide

It may include support on where to find:

- National Curriculum documents
- School Brochure
- School Improvement/Development plan
- Year group schemes of work
- Assessment advice, recording, reporting, resources and procedures
- Class and set lists
- Information on whole school and year group resources, including ICT
- Timetables
- SEN information

Teaching Staff including Teaching Assistants should also be directed to the school website where they can find all the latest versions of the school's policies.



### **Administrative Staff**

All new staff should be given appropriate induction advice, training and resources by a member of SLT or the School Business Manager as appropriate.

This should include:

- Safeguarding children, Child protection and Part 1 of Keeping Children Safe in Education
- Health and safety
- Prevent
- FGM
- E-Safety
- GDPR
- Fire and emergency procedures
- First aid
- Code of Conduct
- Policy documents
- Visitors guide
- School administrative systems and procedures
- Specific job related training such as finance, recruitment selection administration, school admissions / transfers etc.

Administrative staff should also be directed to the school website where they can find all the latest versions of the school's policies.

### **Cleaning/Caretaking/Kitchen Staff**

All new staff should be given appropriate induction advice, training and resources by a member of SLT or the school's Premises Manager.

This should include:

- Safeguarding children, Child protection and Part 1 of Keeping Children Safe in Education
- Health and safety
- Prevent
- FGM
- E-Safety
- GDPR
- Fire and emergency procedures
- First aid
- Code of Conduct





- Policy documents
- Visitors guide
- Specific job related training such as manual handling, use of ladders, kitchen safety etc

Cleaning/Caretaking/Kitchen Staff should also be directed to the school website where they can find all the latest versions of the school's policies.

### **Midday and Cover supervisors**

All new staff should be given appropriate induction advice, training and resources by a member of SLT or the wider management team as appropriate.

This should include:

- Safeguarding children, Child protection and Part 1 of Keeping Children Safe in Education
- Health and safety
- Prevent
- FGM
- E-Safety
- GDPR
- Fire and emergency procedures
- First aid
- Code of Conduct
- Behaviour management policy
- Relevant information on curriculum, schedules and timetables
- Policy documents
- Visitors guide

Midday and Cover supervisors should also be directed to the school website where they can find all the latest versions of the school's policies.

### **Governors**

All new Governors should be given appropriate induction advice, training and resources by the Chair of Governors.

This may include:

- Safeguarding children, Child protection and Part 1 of Keeping Children Safe in Education
- Health and safety
- Prevent
- FGM
- E-Safety
- GDPR
- Fire and emergency procedures
- First aid



- Code of Conduct
- Policy documents
- Visitors guide
- Current relevant school information, policy documents and School Improvement Plan data
- School brochure including staffing, Ofsted and school performance data
- DfE 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
- Governors skills audit
- Information and access to governor training courses.

Governors should also be directed to the school website where they can find all the latest versions of the school's policies.

### **Volunteers**

All new volunteers should be given appropriate induction advice, training and resources by a member of SLT.

This should include:

- Safeguarding children, Child protection and Part 1 of Keeping Children Safe in Education
- Health and safety
- Prevent
- FGM
- E-Safety
- GDPR
- Fire and emergency procedures
- First aid
- Code of Conduct
- Policy documents
- Visitors guide

This may include:

- Year group schemes of work
- Assessment advice, recording, reporting, resources and procedures
- Class and set lists
- Information on whole school and year group resources, including ICT
- Timetables

Volunteers should also be directed to the school website where they can find all the latest versions of the school's policies



**Appendix 3**

**General Induction Checklist**

*(This should be adapted to the requirements of the specific post and postholder)*

Name \_\_\_\_\_ Start Date \_\_\_\_\_

Name of Senior Colleague/Mentor \_\_\_\_\_

Induction Element	Tick on completion	Notes
<b>Day One</b>		
Meet Induction Co-ordinator		
Introduction to Senior Colleague/Mentor		
Tour work area & introduction to work colleagues and work area		
Location of facilities – toilets etc		
Hours of work - including details of flexi-time arrangements, if applicable		
Arrangements for breaks and lunch		
Use of personal mobiles		
ICT and Resources familiarisation		
Health and Safety aspects relating to individual's work environment		

	Tick on completion	Notes
<p><b>During First Week</b></p> <p>Planned meetings with key people</p> <p>Personal programme and planned introduction to duties of post - agreed with the Induction Co-ordinator</p> <p>Meet with Induction Co-ordinator at the end of the first week, review progress and agree training and development needs</p> <p>Identify development needs and agree means of meeting</p>		



<p><b>End of First Month</b></p> <p>Meet with Induction Co-ordinator and review progress. Agree action plan to deal with outstanding items</p> <p><b>End of Three Months</b></p> <p>Meet with Induction Co-ordinator to determine whether Induction Programme is complete or if there are still outstanding items</p> <p>Agree an action plan to deal with any outstanding items</p> <p>If Induction Programme is complete, discuss possible courses of action in relation to future development of the job role</p>		
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<b>Policies and Procedures</b>	<b>Tick on Completion</b>	<b>Notes</b>
<p>Health and Safety. This will include:</p> <ul style="list-style-type: none"> <li>• Provision of or reference to the location of the school policy</li> <li>• Information and training in relation to the employee's responsibilities</li> </ul>		



<p>First Aid          This will include:</p> <ul style="list-style-type: none"> <li>• Location of first aid provisions</li> <li>• Location of notices bearing details of qualified First Aiders</li> <li>• Means of obtaining first aid assistance, any other relevant information</li> <li>• Policy on providing medicine and first aid for pupils (Medical Policy)</li> </ul> <p>Further training may be necessary depending upon the responsibilities of the post holder</p>		
<p>Policy and procedures relating to Safeguarding Children and Child Protection          This will include the school's Safeguarding Policy and Part 1 of Keeping Children Safe in Education and whistleblowing</p>		
<p>Policy and procedures relating to Behaviour Management</p>		
<p>Policy and procedures relating to Sickness absence</p>		
<p>Policy and procedures relating to Leave of absence</p>		
<p>Policy and procedures relating to Appraisal/Performance Management</p>		
<p>Policy and procedures relating to GDPR</p>		



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Appendix 4:

Visitors Guide