



Action Community Enterprises CIC (ACE)

Staff Induction Policy



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Action Community Enterprises CIC

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Staff Induction Policy

Staff induction will ensure that new staff feel fully informed and appreciated. ACE will make sure that induction includes:

- An introduction to the Aims, Objectives and Values of ACE.
- A clear job description including tasks, times and responsibilities
- An overview of all ACE's policies and procedures.
- Information about training needs, including in the first instance Safeguarding, Equality and Diversity and Health and Safety.

In addition, all staff and volunteers need to sign that they have received and understood the following:

- Safeguarding and Child Protection Policy
- Equality and Diversity Policy
- Health & Safety Policy
- Staff Code of Conduct/ Staff Handbook
- Complaints Procedure
- Whistleblowing Policy
- Disciplinary and Grievance Procedures

ACE agree a probationary period with clear goals and identify suitable monitoring and support processes, including staff meetings, peer support or more formal supervision as necessary to meet the needs of the individual member of staff.

Name:		Date started:
Job Title:	Line Manager:	Date of completion of Induction:

Induction Element	Tick on Completion
Day One	
Meet Induction Coordinator	
Introduction to Line Manager	
Tour work area - introduction to work colleagues and work area	
Location of facilities – toilets etc.	
Hours of work	
Arrangements for breaks and lunch	
Telephone system and arrangements for personal calls	
Use of personal mobiles	
ICT and Resources familiarisation	
Health and Safety aspects relating to individual's work environment	
Notes:	

Induction Checklist

Policies and Procedures	Tick on Completion
<p>Health and Safety This will include:</p> <ul style="list-style-type: none"> • Provision of or reference to the location of the school policy. • Information and training in relation to the employee's responsibilities <p>Further training may be necessary depending upon the responsibilities of the post holder</p>	
<p>Fire and Emergency Procedures This will include:</p> <ul style="list-style-type: none"> • fire action and other fire notices, • location of firefighting equipment, • means of raising the alarm including the position of fire alarm points • fire evacuation procedure and means of escape, • fire assembly points <p>Further training may be necessary depending upon the responsibilities of the post holder</p>	
<p>First Aid This will include:</p> <ul style="list-style-type: none"> • location of first aid provisions, • location of notices bearing details of qualified First Aiders, • means of obtaining first aid assistance • policy on providing first aid for pupils <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 including Part 1 of Keeping Children Safe in Education</p> <p>Behaviour Management</p> <p>Sickness Absence</p> <p>Special Leave of Absence</p> <p>Performance Development</p>	

All ACE staff, whether working in our educational teams or any other part of our organisation will need to undertake Safeguarding and Prevent training prior to commencement of your working role.

ACE currently use Education and Training Foundation for Safeguarding Training and Prevent Training. As some of our contracts are through sub-contracting, we may also need to carry out further training in these areas through their platforms.

Health and Safety training is undertaken by Smart Log online with various other training programmes that you may be asked to undertake specific to your role.

ACE has access to training platforms such as Tes Develop and Nansen which we may require you to undertake training from subject to your role within ACE.