

Karibu African Women's Support Group

Staff Induction and Development

Each new member of staff at [Karibu](#) receives a copy of all of the Charities policies and procedures. Within the first month of their employment, the manager will discuss the practical implications of the Charities policies and procedures with them. The new staff member will sign the **Policy Confirmation Slip** to confirm that they have read and understood the Group's policies.

All new staff will receive induction training depending on which role they are employed in; which may include:

- Introduction to their colleagues, service users
- Tour of the premises including: identification of all fire exits, location of first aid kit and fire safety equipment, and information about the emergency evacuation procedures; outside play areas, fire assembly points, collection points at the school, route from the school to the Club etc, and identification of any known hazards
- Thorough briefing on our Safeguarding, Equalities and Data Protection policies and procedures.
- Location of records and documentation, storage, toilets etc
- Overview of all aspects of the day-to-day management and running of Karibu
- 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 Karibu, 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 an up-to-date record of staff qualifications and maintain a training development plan.

Appraisals and reviews

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 reviews with staff to monitor their professional development and their progress with regards to the targets set, and issues raised, during their annual appraisals.

Training

The manager will identify and promote suitable training courses for staff so that 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 every Month.

This policy was adopted by: Lara Uzokwe	Date: October 2024
To be reviewed: Oct 2025	Signed: Lara Uzokwe

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2024): Safeguarding and Welfare Requirements: Staff qualifications, training, support and skills [3.24 and 3.27], Supervision of Staff [3.28 and 3.29]*