

Each new member of staff at HOPS receives a copy of all of the HOPS policies and procedures. Within the first 4 HOPS sessions of their employment, the Team Leader will discuss the practical implications of the HOPS policies and procedures with them. The new staff member will sign the **Policy Confirmation Slip** to confirm that they have read and understood the HOPS policies.

HOPS induction training for all new staff

This includes:

- Introduction to their colleagues, children and parents or carers
- 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 HOPS etc., and identification of any known hazards
- Thorough briefing about the HOPS safeguarding and child protection policy and procedures and about our Equal Opportunities policy and ethos.
- Location of HOPS records and documentation, storage, toilets etc.
- Overview of all aspects of the day-to-day management and running of the HOPS
- Explanation of the HOPS obligation to comply with the Early Years Foundation Stage (EYFS)
- 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 the HOPS and the Statutory Framework for the Early Years Foundation Stage, 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 Team Leader and Coordinator 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 Team Leader will hold a 6 month review with staff to monitor their professional development and their progress with regards to the targets set, and issues raised, during their annual appraisals.

Staff Induction Policy



Training

The Team Leader 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 Team Leader and the Coordinator.

Staff meetings

Staff meetings provide a forum in which staff can share information, solve problems and raise work issues. Staff meetings are held every quarter prior to a school holidays activity sessions

This policy was adopted by: HOPS	Date: March 2018
To be reviewed: Annually	Signed: 

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2014): Safeguarding and Welfare Requirements: Qualifications, training, support and skills [3.20 - 3.22]*.