



INDUCTION POLICY & PROCEDURE

Last Reviewed: May 2025

Document Control			
Review period	24 Months	Next review	May 2027
Owner	CFOO	Approver	F&R Committee

This document applies to all schools and operations of the Galileo Multi Academy Trust:
www.galileotrust.co.uk

Policy Review Sheet

Date of changes:	May 2025
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Page/ Section	Changes to note	Reason for change <i>e.g. change in legislation</i>
6.2	Included newly introduced GMAT Induction Checklist.	Improved guidance
7.1	Included reference to the newly adopted 'Pay & Appraisal' Policy.	Updated 'linked' Policy
Date of final approval:		18.06.25

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1. Introduction

- 1.1 The way in which a new employee is received and introduced to their new job, means that colleagues and the organisation can have a direct effect on the long-term success of the appointment.
- 1.2 All new employees and those moving within Galileo Multi Academy Trust should be provided with a planned induction.
- 1.3 The Induction Checklist provides the baseline standard. School's will tailor this to meet their needs though they will ensure that all essential information is included, to ensure consistency across the Trust.

2. Responsibilities

- 2.1 Line Managers are responsible for planning and delivering induction.
- 2.2 Employees are responsible for actively participating in the induction process, and for bringing any issues to the attention of their line manager.

3. What?

- 3.1 Induction is a structured and systematic process for integrating a new employee into their role, helping them to familiarise themselves with their responsibilities, job role, terms and conditions and working environment – both physical and cultural.
- 3.2 Induction may take place over many months. It begins before the employee's first day with introductory information and further contact where appropriate.

😊 if the new employee has to work a long notice period, see if you can get them involved in events before they join you – for example meetings, social events, or away-days.

4. Why?

- 4.1 An effective induction process helps new employees settle in quickly and become fully contributing team members. It is at the heart of performance management, supporting the trust to fulfil its duty of care towards employees.
- 4.2 Induction makes employees feel welcome and clarifies roles and responsibilities. It highlights essential information on terms and conditions, standards, expectations, rules etc and reduces the likelihood of higher levels of staff turnover.

5. Who?

- 5.1 Induction will be provided for all new employees and those who have moved jobs within the trust

😊 Employees returning from an extended period of leave may also benefit from an induction refresher.

- 5.2 Managers will consider any specific cultural or religious needs e.g. dress, space and time for prayer, or dietary habits (such as fasting at certain times of the year).
- 5.3 Managers must also consider any reasonable adjustments for disabled employees which will allow them to do their job more effectively.

6. How?

6.1 The line manager will coordinate induction through:

- regular meetings with the new employee
- appropriate reading material
- projects, for example that involve finding out more about the service
- job-shadowing
- training courses/e-learning
- sitting in on meetings or working groups
- introductions to key contacts and customers
- mentoring
- visits to other Trust schools/Central Office.

😊 A colleague can act as the new employee's 'buddy' and be the first point of contact for everyday questions for the first few weeks.

- 6.2 The Induction supporting material includes the GMAT Staff Induction Checklist which contains the basic information that should be supplied to new employees. The checklist can be downloaded from the GMAT Staff Portal, or you can use the following link: [GMAT Staff Induction Checklist 2024.doc](#)
- 6.3 The checklist should be signed by the employee and manager and placed in the employee's personal HR file with a copy being kept by the employee and manager. The signed copy forms a record to show that essential information has been given to the employee. Records will also be kept of induction and probationary review meetings.

7. Next steps

- 7.1 As in appraisal, line managers need to agree initial objectives and targets with the new employee. For more information, please refer to the Pay and Appraisal Policy.
- 7.2 New starters with Galileo Multi Academy Trust are required to complete six months satisfactory service before being confirmed in their post in line with the Probation Policy.