1. What induction looks like

Flowchart

Day 1 (Hardcopy induction folder)

**Welcome to Fen Rivers and SEMH
**Induction and code of conduct
**Recording safeguarding concerns (Pink form)
**Recording behaviour concern (Blue form)
**Behaviour protocols
**Safeguarding to be aware of when visiting Fen Rivers
**Key safeguarding guide
**DSLs (People on the poster)
**Walkie/radio guidance

Day 2 (Hardcopy induction folder)

**Managing allegations policy
**KCSIE Part 1 & 5 & Annex
**Safeguarding and child protection policy
**Whistleblowing policy

Day 3 (Hardcopy induction folder)

**Working together to safeguard children
**KCSIE Part 1 & 5 & Annex

Day 4 (Hardcopy induction folder)

**Summary: Working together to SG children
**Vision and values
** Blueprint

Day 5 (Hardcopy induction folder)

**SEMH assessment (see Behaviour Lead)
**Communication with parents
**Effective debrief protocols & Communication
**5-Part lesson rationale
**Curriculum Offer
**Universal offer, Regulate pathways, Bespoke
**Bespoke Provisions – Summary (see Inclusion Lead)

Day 6-10 (Online induction: National College)

**PACE & Trauma-informed CPD (see Behaviour Lead)
**Learning journeys, Retrieval practice, LO and accessing Share point

Day 11-15 (Online induction: National College)

***Step on* de-escalation training
**Therapeutic interventions around Fen (conversations with advocates and their impact

Week 4 (Online induction: National College)

**Weekly check in, problem solving and questions (0800 - 0845)

Week 6 (Online induction: National College)

**Phase 1 Mandatory National College Safeguarding
*Harmful sexual behaviour (HSB) and child-on-child flow-chart conversations

Week 8-10 (Online induction: National College)

**Phase 2 Health and Safety

Week 10 (Online induction: National College)

***Step up* training
**Read all other outstanding documentation (NC)