

Inducting young people

This may be your new recruit's first job, or their first time working in a social care environment. They may be excited, unsure what to expect or nervous about the workplace.

Talk to your new starter and listen to any concerns they may have. Understanding their needs and reassuring them can make all the difference to having a positive start to their employment with you.

Sharing a thorough induction plan with them can help to alleviate their concerns, so they know what to expect and when to expect it.

It's important your new starter meets the people you support as possible during their induction to see the connect with their personal values.

Ensure that appropriate support is offered to them - this could be in the form of coaching, peer support, buddying or mentoring.