



PROBATIONARY POLICY

Endeavour Multi Academy Trust

Review date: Summer Term 2022
Trust - Policy Oversight Committee

Next Review: Spring Term 2024

Provisions

This policy applies to all employees of the Trust.

When a new employee enters a post within the Trust, they will be subject to a probationary period. The purpose of this probationary period is for the employee and the relevant manager to review the individuals' performance in their new role and discuss any training needs that they may have. Following the successful completion of the probationary period the employee will be officially confirmed in post.

Prior to the employee commencing with the Trust, they will receive a Written Statement of Particulars stating that their contract is subject to a probationary period of six months.

Initial Induction Meeting and Discussion

The Manager, as part of the employee's induction, should meet with the employee during the first week of employment.

This meeting should cover:

- the Manager's expectations of the employee in the new role,
- the job requirements linked to the competency framework and performance systems detailing what is expected on a day-to-day basis and over the forthcoming year,
- attitudes and behaviours expected,
- the identification of realistic targets and actions arising from the general requirements of the role as well as special objectives arising from the business plan,
- immediate training and development needs in order to deliver the day-to-day role,
- longer term training and development needs in order to deliver and support strategic objectives in order to agree a plan of action. In addition, the Manager and employee will also agree future meetings in order to review the employee's performance and training needs during the probationary period.

The Manager will record the targets and training needs on the appropriate documentation and it will be agreed and signed by the employee and Manager.

Ongoing Meetings

The Manager will review, with the employee, their performance and training needs on a regular basis throughout their probationary period as agreed in the initial induction meeting. This will ideally be done on a monthly basis or more often if problems are encountered.

The meetings will be carried out through one-to-one meetings and should cover:

- the employee's progress against tasks/targets,
- discuss any training received during the period and its effectiveness,
- address any issues or concerns that may have arisen,

- revise or identify new targets in line with performance
- identify any additional training or support required.

The detail of the meeting will be recorded fully on the appropriate documentation and signed by the employee and Manager. The purpose of these meetings is to ensure that the employee completes their probationary period satisfactorily.

End of Probationary Period

The Manager, after the specified probationary period, should complete a final review with the employee. At this point the Manager has three options:

- (i) Confirmation of the employee in post - this should be where the employee has successfully completed and achieved all their probationary targets and milestones. The Manager should be fully confident that the employee is competent to deliver the role.
- (ii) Extension of the probationary period - this should be where the employee has had some difficulty in meeting their probationary targets and milestones. The manager should have begun to address the relevant issues during the probationary period and be offering additional support and training. The extension period should be realistic whereby the employee can ideally achieve the expected targets and competencies. Following the extension period, the manager has two options
 - a) Confirmation of the employee in post - this should be where the employee has successfully completed and achieved all their probationary targets and milestones. The Manager should now be fully confident that the employee is competent to deliver the role
 - b) Terminate the employee's contract of employment - this should be where the employee still has not achieved their probationary targets and milestones. The Manager should be confident that the individual would not be able to perform the role competently and to the required standards
- (iii) Terminate the employee's contract of employment - this should be where the employee has not achieved their probationary targets and milestones. The Manager should have addressed the relevant issues during the probationary period and offered a lot of training, support and guidance. The Manager should be confident that the individual would not be able to perform the role competently and perform to the required standards.

Manager Accountabilities

- To arrange to meet the new employees within the first week of employment to discuss their new role and identify appropriate targets, milestones and training courses.

- To arrange future review meetings throughout the probationary period in order to discuss performance and training issues and offer additional support and guidance as and when required
- To set realistic and achievable targets and milestones.
- To be fair, equitable, open and honest in the treatment of all employees.
- To either confirm, extend or terminate the employee's contract of employment after a final discussion with the employee in a timely manner.

Trade Union

It is recommended that the employee be advised to contact their trade union representative at the earliest stage so that the union can offer them appropriate advice, guidance and support.

Advice and Support

The Trust's HR provider can assist with the interpretation and application of this process. It is recommended that a HR representative be contacted at the earliest stage so that appropriate advice, guidance and support can be offered.

Further Advice and Information

If you need any further advice on how to apply this policy please contact your manager.

Further background information on this topic is available on the following websites:

www.acas.org.uk

www.gov.uk

See also national conditions of service and local agreements before determining or issuing advice.