

STAFF DISCIPLINARY POLICY AND PROCEDURE

Fusion Childcare Services aims to have a team of well-motivated, highly skilled and professional staff. However, should the behaviour or performance of a member of staff fall below the high standards that we expect we will follow the procedure set out below.

Staff will not be dismissed for a first breach of discipline except in the case of gross misconduct.

Staff have the right to appeal at all stages of the procedure and this will be confirmed within the warning or dismissal letter. The member of staff will have the opportunity to ask questions and answer allegations, and has the right to be accompanied by a colleague or union representative.

Minor offences- The Manager will try to resolve the matter by informal discussions with the member of staff or bring forward a supervisory. If this does not resolve the problem, the formal disciplinary procedure will be followed.

Stage 1: Formal verbal warning

The Manager will give the member of staff a formal verbal warning which must include:

- The reason for the warning
- That this is the first stage of the disciplinary procedure
- An explanation of their right to appeal
- A note of the warning will be kept on the staff member's personnel file, but it will be disregarded after six months if their performance or conduct is satisfactory.

Stage 2: First written warning

If the offence is a serious one, or if there is no improvement, the Manager will give the member of staff a written warning which must:

- Give details of the complaint
- Warn that a final written warning will follow if there is no improvement in their conduct or behaviour, or if there is a further breach of Fusion's statutory rules and regulations.
- Explain their right to appeal.
- A copy of the written warning will be kept on their personnel file but will be disregarded after 12 months if their performance or conduct is satisfactory.

Stage 3: Final written warning

If there is still no improvement in the staff member's performance after regular monitoring and support, the Manager will give them a final written warning which:

- Gives details of the complaint
- Warns that dismissal will result if there is no satisfactory improvement

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- Explain their right to appeal.
- A copy of the final written warning will be kept on file, but will be disregarded after 24 months if the performance or conduct of the member of staff remains satisfactory.

Stage 4: Dismissal

- If, during the period of the final written warning, there is a further breach of Fusion's statutory rules and regulations, or if the member of staff's performance has still not improved, dismissal will normally result. The Manager will give the member of staff written reasons for the dismissal, the date on which their employment ends and information about their right to appeal.

Gross misconduct- Staff will be dismissed without notice if they are found to have committed an act of gross misconduct. Examples of gross misconduct include:

- Child abuse
- Failing to comply with health and safety requirements
- Physical violence
- Ignoring a direct instruction given by the Manager
- Persistent bullying, sexual or racial harassment
- Being unfit for work through alcohol or illegal drug use
- Theft, fraud or falsification of documents
- Being an unfit person under the terms of the Statutory Framework for the Early Years Foundation Stage (Section 75 of the Childcare Act 2006) or the Children's Act 2004.

The Manager/Management Team will investigate the alleged incident thoroughly before any decision to dismiss is made.

Referral to Disclosure and Baring Service- If a member of staff is dismissed (or would have been dismissed if they had not left the setting first) because they have harmed a child or put a child at risk of harm we will make a referral to the Disclosure and Barring Service.

Notification to Ofsted- Fusion will notify Ofsted if a member of staff becomes disqualified, or if any significant event occurs which is likely to affect their suitability. Note that a member of staff could become disqualified through the actions of a partner or housemate.

Appeals- A member of staff wishing to appeal against a disciplinary decision must do so in writing and within five working days of being informed of the decision. A meeting to hear the appeal will be set up no more than ten working days later. If possible, the Director, who was not involved in the original disciplinary action, will hear the appeal and make an impartial and final decision.



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Adopted on: 01.09.2014

Last Reviewed on: 01.04.17

Reviewed on: 01.04.18

Next Review Due: April 2019

Signed.....

FUSION CHILDCARE SERVICES

*Written in accordance with the Statutory Framework for the Early Years Foundation Stage (2017):
Safeguarding and Welfare Requirements: Suitable people [3.9-3.13] and Disqualification [3.14-3.16]
and Staff qualifications, training, support and skills [3.20-3.22].*