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STATUTORY INSTRUMENTS

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**2015 No. 541**

**The Children's Homes (England) Regulations 2015**

**PART 4**

**Staffing**

**Employment of staff**

- 33.**—(1) The registered person must—
- (a) ensure that each employee completes an appropriate induction;
  - (b) ensure that each permanent appointment of an employee is subject to the satisfactory completion of a period of probation; and
  - (c) provide each employee with a job description outlining the employee's responsibilities.
- (2) The registered person must operate a disciplinary procedure which, in particular—
- (a) provides for the suspension from work of an employee if necessary in the interests of the safety or welfare of children; and
  - (b) provides that the failure on the part of an employee to report an incident of abuse, or suspected abuse, whether past or present, in relation to a child to the appropriate person is a ground on which disciplinary proceedings may be instituted.
- (3) For the purposes of this regulation, "the appropriate person" is the registered person, an officer of HMCI, an officer of the local authority in whose area the home is located or a police officer.
- (4) The registered person must ensure that all employees—
- (a) undertake appropriate continuing professional development;
  - (b) receive practice-related supervision by a person with appropriate experience; and
  - (c) have their performance and fitness to perform their roles appraised at least once every year.