



Oxford United`s Induction of Staff:

All new Staff are only accepted after successful interview and probation period, with the Club protocol followed.

Staff induction evenings are arranged at the beginning of each season, with information given to Staff being both paper based and electronic.

With New staff taking post during the season they will have an induction on a one to one bases with the Lead Phase coach/Academy Manager

An induction, within the training grounds classrooms, will include:

- Presentation of the Oxford United`s Club/ Academy Philosophy
- Introduction to Staff
- Policies & Procedures
- Training & Games Schedule
- Coaches sign off Paperwork
- Website and online performance tool information.

Oxford United`s Induction of New Players:

Foundation Phase - Youth Development Phase

All new players are only accepted after a trial period, with the Club protocol followed.

Player/Parent induction evenings are arranged at the beginning of each season, with information given to parents being both paper based and electronic.

An induction, within the training grounds classrooms, will include:

- Presentation of the Oxford United`s Club/ Academy Philosophy
- Introduction to Staff
- Policies & Procedures
- Training & Games Schedule
- Parent/Player sign offs
- Website and online performance tool information.

Pro Development Phase

All new players are only accepted after a trial period, with the Club protocol followed. Player/Parent induction evenings are arranged at the beginning of each season, with information given to parents being both paper based and electronic.

An induction, within the training grounds classrooms, will include:

- Presentation of the Oxford United`s Club/ / Academy Philosophy
- Introduction to Staff
- Policies & Procedures
- Training & Games Schedule
- Parent/Player sign offs
- Website and online performance tool information.
- Tour of facilities (training ground & stadium)

For the new intake of scholars, Player/Parent induction evenings are arranged at the beginning of each pre season, where there are introductions from all Departments and LFE representatives.

The induction, within the training grounds classrooms, will include:

- Presentation of the Oxford United`s Club Philosophy/ Academy Philosophy
- Introduction to Staff
- Parent/Player sign offs
- Website and online performance tool information.
- One to One meeting with LFE representatives

In addition to the existing policy, during the period of Return to Play from COVID-19 the Football Club and Academy have made a number of additions to our welfare, operational and safeguarding procedures. These include, but are not limited too:

- **Logistical process for social distancing at the Training Ground.**
- **Small group training in Phase 1 and Phase 2**
- **Weekly welfare and safeguarding meetings with specific COVID-19 allocated staff**
- **Additional risk assessment planning for all Academy operations**
- **Regular contact between Academy COVID-19 Officer (DH) and Club COVID-19 Officer (NMc)**