# References policy

When a member of staff leaves the preschool, we wish to provide them with a reference that is factual.

## Aims

* To provide an accurate and correct reflection of a leaving employee.
* To safeguard the preschool by providing only the facts of an employment.

## Procedures

* A reference will only be provided if it is requested.
* If a reference is requested by a future employee, the employee will be informed and asked for permission.
* The expectation is that a leaving employee will request a reference directly from Warmley Preschool.
* We will provide only the following information in regard to an employment:
  + Employee name
  + The name of the preschool
  + The address of the preschool
  + Final wage hourly rate
  + Employment start and end date
  + Sickness record
  + Name of referee
  + Contact details of the referee
* If an employer provides a different reference form for completion, Warmley Preschool will not provide any additional information. Instead, we will complete our Reference form and provide this to the employer.

# Adoption of Policy

This policy was adopted as follows:

Meeting of Friends of Warmley Preschool

Date Held\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date of review\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signed on behalf of the management committee:

Name of Signatory\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Role of Signatory\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_