

Inducting groups

Depending on the size of the group, and the roles involved, it can be beneficial to co-ordinate sessions so new recruits can be trained together wherever possible.

Inducting groups of new starters together can be more efficient - a session on the value of inclusion across your organisation might look similar at all levels and role types so you're only having to do it once for the group.

It also helps the participants learn together as a peer group. Cohorts can create opportunities to network across role types and levels supporting a shared understanding of each other's roles.

Technology can be used to support groups across multiple settings. Consider using online sessions to encourage loan workers, home working or cross team involvement.

Here are some key considerations for employers to remember during a group induction.

- Identify where a topic is universal or if it's role or grade specific.
- Schedule the shared activities first and then the tailored activities second.
- Build some flexibility in your induction plan so that the tailored sessions for specific roles don't disrupt the overall plans.
- Have activities in mind to manage differences in induction needs where necessary.
- Consider digital ways of networking and keeping the group support going after the induction.