

## Fixed Start Dates

Achieving for Children (AfC) operates a fixed start date process for the majority of all new employees. The fixed dates ensure that our new starters receive the best possible experience when joining AfC. The fixed start dates are planned in a way that allows our new starters to attend our corporate induction for the first few days, before moving into their respective teams. This is so that new starters have the time to learn more about who we are as a company, and what we can offer alongside a range of helpful and useful induction activities, to prepare our new starters for life within AfC.

The dates for each month where new starters join are as follows:

Monday 6 April 2020	Monday 4 May 2020
Monday 1 June 2020	Monday 6 July 2020
Monday 3 Aug 2020	Tuesday 1 September 2020
Monday 5 October 2020	Monday 2 November 2020
Monday 7 December 2020	Monday 4 January 2021
Monday 1 February 2021	Monday 1 March 2021

This is with the exceptions of casual staff and roles that require particular start dates based on associated national terms and conditions.