

### Fixed Start Dates

Achieving for Children (AfC) operates a fixed start date process for 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, have equipment ready and what we can offer alongside a range of helpful and useful induction activities, to prepare our new starters for life within AfC.

Candidates who are offered positions are advised to plan their notice period to align to one of our fixed start dates to avoid delays and issues with any continuous service.

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

Monday 7 December 2020	Monday 4 January 2021
Monday 1 February 2021	Monday 1 March 2021
Thursday 1 April 2021	Tuesday 4 May 2021
Monday 7 June 2021	Monday 5 July 2021
Monday 2 August 2021	Wednesday 1 September 2021
Monday 4 October 2021	Monday 1 November 2021
Monday 6 December 2021	Wednesday 5 January 2022
Monday 7 February 2022	Monday 7 March 2022

**IMPORTANT: If we do not receive all pre employment information 10 working days before the start date. New starters will be moved to the next fixed start date.**

**Exceptions:** Fixed term positions under 12 months, casual, sessional and bank staff and roles that require particular start dates based on associated national terms and conditions will be able to start on any date once all pre employment checks are completed.