

## Training Charter

1. Heatherfield Care Group is committed to deliver the highest quality of service which requires a commitment to training to deliver.
2. All staff will have completed their CID within 12 weeks of starting employment.
3. All staff will be offered NVQ Level 2 and 3 on completed of the CID.
4. All staff will be offered training at the level and type suitable to their post.
5. All staff will be entitled to three days paid training per annum.
6. Non-completion of training will be considered in supervision and alternative ancillary employment may be considered.
7. All training will be subject to a Training Agreement.
8. Staff who do not complete or do not attend training is unacceptable.
9. All staff will be expected to have a training plan agreed at supervision.

Staff will be expected to complete the following within one year of completing their Common Induction Standards:

- Adult Abuse
- Dementia in the Care Home
- Challenging Behavior
- Understanding Dementia
- Supervision in the Care Home
- Risk Assessment
- Dementia
- Ulcer Prevention
- Infection Control
- Stimulation & Engagement