

PEACE Childcare Ltd Training & Development Policy

PEACE Childcare Ltd abides by the Code of Practice for Employers as required by the Scottish Social Services Council (SSSC). As registerable employees with the SSSC, staff are required to abide by the Employees Code of Practice.

PEACE Childcare Ltd recognises their duty to enable staff to attain their full potential, whilst staff have a duty and responsibility to themselves and the organisation to avail themselves of training and development opportunities. Staff must recognise that any qualifications gained belong to them and not to the organisation and staff must be committed to achieve appropriate qualifications to allow them to register with the SSSC.

As a Social Service employer, we will access training and development opportunities to allow staff to strengthen and develop skills in line with SSSC requirements by providing induction training, training in relevant disciplines, and development opportunities to support staff to meet SSSC eligibility for registration and continuing professional development. The organisation will effectively manage and support staff in workplace assessments and practice learning during vocational training

PEACE Childcare Ltd Board of Directors are committed to the development and training of all staff. Training and Development needs will be identified through supervision/appraisal sessions with Line Manager. All appropriate training and development identified will be sourced by the Services Manager and Office Manager and evaluation of all training will be undertaken on completion of the course. Staff will be required to sign a Refund of Training Costs form for any training and development that incurs any costs to the organisation over £100.

Staff will take responsibility for maintaining and improving their knowledge and skills and meet relevant standards of best practice and work in a lawful, safe and effective manner, undertaking relevant training to maintain and improve their knowledge and skills by completing an individual learning plan. Staff have a responsibility to themselves and the organisation to discuss with their line manager, any issues which may cause difficulties for staff to complete training or development commitments. The organisation will make every effort to help staff overcome any difficulties to allow completion of training and development

Reviewed Wednesday 19th February 2020

Signed: (Chairperson) (Date)