

R.E.A.L Foundation Trust
Training Policy
September 2021

Workforce development

Policy Statement

All staff will undertake an induction programme prior to starting to work within the Freetime Project. The content for this is outlined in that schedule (Appendix 1). This will be supported by a commitment to continue to develop and strengthen our workforce to protect children from harm at the core to the delivery of our safeguarding duties. The Workforce Development Plan is our approach to thorough learning and development.

Freetime

We are developing the whole workforce in three key skills:

- Developing strengths-based practice
- The roll out of training for a solution focussed approach to developing skills for independence, life and employability in the children and young people we work with.
- The development of a broad operational knowledge and culture of keeping children and young people engaged in a safe and stimulating environment for their leisure time activities.

Workforce plan priorities

We want to make sure that everyone involved with the Freetime Project has the skills and resources that they need to deliver a first-rate safeguarding service. These are our top workforce priorities for 2021-2023

Life Chances

- Partnership approach to skills development, peer mentoring, on-line learning and good practice
- Strengthened, focused and integrated leadership across activity centres that is integrated with the delivery of 1:1 support to promote transition to independence.

- Different conversations training focused on developing choice and control for families of disabled children
- Graduated response to engaging children and young people in making independent choices about their leisure time.

Health and Wellbeing

- Autism and communication training to all staff
- Understanding individual wellbeing and adolescent mental health issues post covid.

Feel Safe

- Annual safeguarding training
- Developing understanding and knowledge of the breadth of the safeguarding challenge.

Protected from Harm

- Developing strength's based practice
- Development of appreciative inquiry

APPENDIX 1

Staff Training Programme

Induction.

1. Welcome to “*Freetime*”.
Core values: Trust, Innovation, Achievement.
Where these link to the delivery of the project.

2. Safeguarding.
Briefing on the key points of good practice, process and procedures.
Training materials from NSPCC
Follow up & certification online from Educare.
“Child Protection in Education: 5CPD credits.
“Child Protection Refresher 2021: 4CPD credits.

3. Lone working.
Professional relationships
Health & safety
Management of risk
Planning

4. Managing behaviour.

5. Admin.

Record keeping and reporting.

Safe & well checks

Evidencing activities

Training Units

Autism Education Trust Training Level 2
(Level 3 -optional)

Health & Wellbeing for Children & Young People

Effective Transitioning

Annual Refreshers:

1. Management of risk
2. Good practice guidance
Inc Admin.
Review of services/feedback from service users.

