



## **Training and Development Policy Statement**

Entrust Social Care Ltd is committed to working in partnership with its customers to develop a really excellent Social Work Recruitment service.

The Company believes that its people are its most valuable resource, and that as an organisation, we must invest in our workforce in order to develop and maintain the excellent standard of service that our customers expect.

Entrust Social Care Ltd is committed to the continuous development of its employees and Locum Social Workers through a planned and structured approach to career development.

The environment we work in and our customers' expectations are constantly changing. All of our employees and Locum Social Workers will have access to the training and development they need to enable them to meet the challenges ahead.

The Management Team will set clear priorities for training and development in line with the strategic objectives of Entrust Social Care Ltd. It is expected that both employees and Locum Social Workers will use the Personal Development Review process to consider their skills and knowledge, identify areas for further development and take appropriate action.

The Company is committed to equal opportunities and recognises the value of a diverse work force which reflects the communities we serve. We will ensure fairness and equality by providing access to a wide range of training and development opportunities for people at all levels.

All employees and Locum Social Workers are expected to take responsibility for their own learning, and should identify personal development objectives which are relevant to the organisation and which support continuous improvement of the service. It is the responsibility of managers to encourage, support, coach, develop and ultimately empower individuals to meet the needs of their job, the service and the mission, aims and values of the organisation.

All individuals have a responsibility to look for joint learning opportunities and contribute to the improvement of the service, by sharing information, reviewing and evaluating team performance, questioning established ways of working, suggesting changes, discussing problems and generating solutions.

The Training Coordinator has responsibility for implementing the overall training strategy, and will monitor and evaluate all training and development activity to ensure that organisational, team and individual objectives are met.