



Yenaa Housing

**Training & Development
policy
February 2022**



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Policy Checklist	
Date of Implementation	Feb 22
Date of Last Review	Feb 24
Date of Next Review	Feb 26

Introduction

Yenaa Housing believes that continuous improvement of its services is dependent upon the continuous development of the skills of its staff team. We will therefore review and plan for that continuous development and provide opportunities for staff as required.

We want to create a culture of learning & reflection built on a foundation of Knowledge, skills and values. Training and development based on clearly evidenced models and good practise outcomes.

Current Model

We have adopted a model based around Psychologically informed environments. As an overall model we also incorporate a trauma recovery knowledge base and approach to our daily work. We also adopt specific practise skills such as Motivational Interviewing techniques and Social Learning Theory frameworks of thinking and service delivery. This training is provided to staff internally and during our reflective practise time during staff meetings where we look at specific cases and reflect on the best support and best practise.

Training Entitlement

Staff are entitled to a minimum of 3 days paid training per year, including in-house training. Focused personal development, such as recorded and focused supervisions and individual coaching also count towards training time and should be recorded as such. All staff will receive training in their roles and this training will ensure that certain standards of competence are met. Staff meetings can provide time for workshops and specific practise discussion to develop skills and learning.

Mandatory training

At present there are a number of mandatory training courses that staff are expected to complete these are provided via an online training provider and include:

Safeguarding adults

Understanding Anxiety training

First Aid

Health & safety

Bullying & Harassment

Equality & Diversity
Drug misuse
Bloodborne pathogens
Alcohol misuse
Challenging behaviour
Understanding Depression
Risk assessment

The specific in-house training provided includes:

Being An active practitioner
Understanding risk assessment
Universal Credit & earnings (provided by DWP)
Paperwork training
Resident support methodology
County lines
PIE, Trauma and Social learning Theory
Charter of Rights

Review and development

For individual staff their training needs will be reviewed annually and during 3 monthly supervisions. This will help identify deficits that require extra training and development.

As an organisation we have to look at developing our knowledge & skills in line with the needs of our service users. Our matching and assessment process identifies individual service users' needs and how this is matched with our needs as a service and how we develop our resources and relationship with local specialist provision.

We are fully committed to becoming a learning organisation that is reflective and will learn lessons from our own mistakes and the advice of others.

