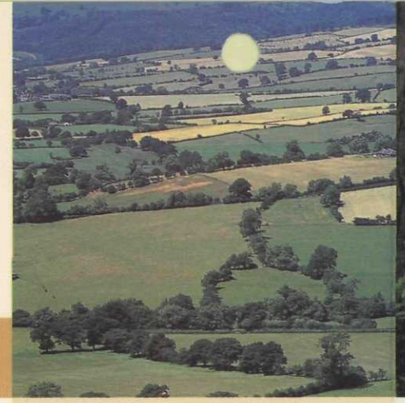




TRAINING

Sedgemoor provides employees with a comprehensive training package. This begins with a week's Induction training in a classroom situation covering the following topics: the Children's Act and Child Protection; Working with Children; Issues of Sexuality; Food Handling/Diet; First Aid; Health and Safety; Policies and Procedures; Fire Safety; Anti-discriminatory Practice. An important part of the programme is Stages 1-5 of the Sedgemoor Training in Appropriate Intervention Response programme that includes: Anger Management; Personal Safety and Physical Intervention.

For the duration of their probationary period, employees have an appointed 'mentor', in-house trainer and practice supervisor and complete an on-the-job training programme, whilst receiving regular daily support.

Sedgemoor strongly recommends that employees attend the following internal and external training courses:

- Child Protection
- Drug Awareness
- Appropriate Adult Training
- Supervision Training
- CIE'H Foundation Certificate in Food Hygiene
- Administering Medication
- St Johns – First Aid in the Workplace
- Stages 6 & 7 of the Sedgemoor Training in Appropriate Intervention Response Programme, which includes Personal Safety/Physical Intervention and Escorting Regulations, Policies and Techniques
- Attachment Theory
- Child Development Theory
- Appraisal training

INVESTOR IN PEOPLE

Sedgemoor is a City and Guilds Training Centre and all carers undertake the NVQ Level 3 Caring for Children and Young People and have the opportunity to progress on to the NVQ Level 4 – Care.

All Teaching Assistants undertake the NVQ Level 2 and 3 Teaching Assistants course.

Sedgemoor is committed to professional development and supports and sponsors many employees in gaining qualifications relevant to their area:

Courses leading to external qualifications

Education
Degree
P.G.C.E/Q.T.S
Certificate in learning support
Certificate in Education

Care
N.V.Q. Level 3 -
Caring for children and young people
N.V.Q. Level 4 -
Care Diploma in Social Work

Management
Diploma in Management Studies
Certificate in Management Studies

Accounts
N.V.Q. Level 3 - Payroll
Chartered Institute of Management Accounting
Advanced accounting technician

Personnel and Administration
Certificate in personnel practice
Skillspath courses

Maintenance
N.V.Q. Level 3 - Plumbing
N.V.Q. Level 3 - Carpentry
N.V.Q. Level 3 - Electrical

Training and Development
D32, D33, D34
N.V.Q. Level 4 - Training and Development



We are committed to a people-orientated approach to care and place young people in units staffed by individuals who have empathy, devotion and strength of character.

We firmly believe that professional practice in Special Education and Residential Care is good enough only if it would be good enough for our own children. We have ensured the most exacting of professional expectations are placed upon our practice and we are registered with both the Department of Education and Skills as a Special School and with local Registration and Inspection Units as care homes.

" If you come to Sedgemoor you can make a new start and of course you can make new friends. We all like to help each other and talk to one another."

Sarah

"Thank you for your help and support. The young people who have been with you have taken away positive messages that will stand them in good stead in the future."

Local Authority Placement Officer