



What training do Mencap staff receive?

We know how important it is to provide good quality learning and development opportunities to our colleagues to ensure they are able to provide excellent, professional care to the people we support- that's why our induction training is recognised as one of the best programmes in the sector and has won several awards.

All Mencap support colleagues complete a comprehensive 12 week Induction which meets all of the requirements of the Care Certificate. This training includes:

- Welcome to Mencap – an Introduction to the organisation
- Safeguarding
- Administering Medication Safely
- Medication observation
- People Moving and Handling
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- Basic manual Handling
- Emergency First Aid
- Fire Safety
- Professional discussion with their manager
- General Data Protection Regulation (GDPR)
- Colleagues also complete a Knowledge Assessment Day where their learning is tested, reviewed and an on-going development plan is put in place.

As well as attending a number of taught courses colleagues will also undertake a local Induction in the service itself. This helps them to apply what they have already learnt, and continue to learn from the people in the service, and their colleagues.

Induction is only the beginning. Mencap staff may also access learning that meets the specific needs of the people that they work with. Such as:

- Autism
- Mental Health
- Sexuality
- Specific Health related training to meet the needs of the individuals being supported eg epilepsy or Percutaneous Endoscopic Gastrostomy (PEG) feeding.

We ensure that staff regularly update their training to ensure that their knowledge and understanding remain current.

Mencap managers receive a comprehensive 6-month induction that includes the above courses with additional elements for managers.

Wherever a person works in Mencap and whatever job they do, they will need to undertake training according to their role

If you would like to know more about the training provided to Mencap employees, please ask the managers who oversee the service for further details.

“At Mencap we actively encourage and welcome a partnership of learning between ourselves, families and friends to share best practice and continue to further develop our knowledge, skills and expertise in order to effect the best quality of life for each and every individual we support.”