

# e-nlighten

Quarterly Update

August 2006



## Equality Matters

A website dealing with equality matters in the South West was launched in June 2006. Equality South West has set up the service as a valuable source of information for members of the public and businesses. The site contains case studies and fact sheets on matters relating to age, disability, faith & belief, gender, race & sexual orientation. There is guidance on employment matters

such as parental leave, bullying & harassment, minimum wage & work – life balance.

Visit the site at

[www.equalitysouthwest.org.uk](http://www.equalitysouthwest.org.uk)

for information on the organisation, peoples' rights & links to other support groups. Alternatively, call the organisation on: 01823 250833.

Venus Training & Consultancy can provide Equality & Diversity training for your staff.

## Welcome Back

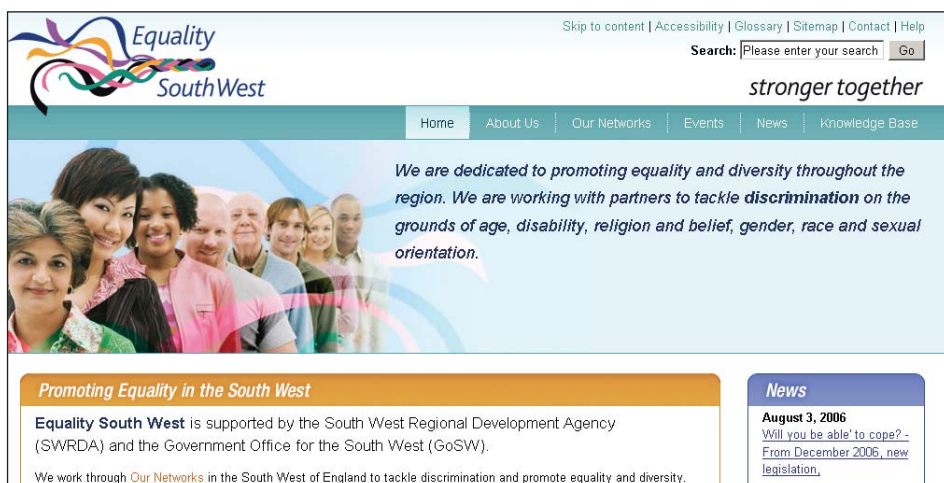
Welcome to the second edition of e-nlighten the quarterly e-newsletter from Venus Training & Consultancy Ltd. We hope that all our readers will find this and future newsletters useful and informative.

We also particularly welcome suggestions for future articles or subjects you would like us to research for you.

**Venus News:**  
In July 2006 our official web site went live. Please take the time to visit the site at [www.venustc.co.uk](http://www.venustc.co.uk)

### Venus News:

There are pages in the site designed to support employers and NVQ candidates and these will be updated regularly. You can contact us by email or telephone and we are always happy to hear from you.



## Business Balls

This interactive website offers a large variety of resources for business owners and managers.

The site describes itself as offering free personal and organisational development. It offers free ideas, templates, materials, tools, diagrams & a full menu. The site can help you with policy & systems design as well as being useful for managers working towards qualifications for research purposes.

Speaking from experience, the website can sometimes be difficult to navigate but given a little time and patience will become an excellent source of support.

Visit the site at [www.businessballs.com](http://www.businessballs.com)

Venus Training & Consultancy can also offer support to care providers on quality systems & policies including – appraisals / supervisions, recruitment / retention & document design.



(Left to right) Directors; Jane Kellas, Sarah Lancaster and Jude Kenny

# Expert Witness may be vital to your organisation

The structure of the new NVQ's makes it unlikely that any one assessor will be able to assess every unit.

It can also become a problem when assessors from outside your organisation come into the workplace, particularly if service users can become aggressive or display challenging behaviour. They may become upset at the presence of someone they do not know and in some circumstances their rights to privacy, dignity and confidentiality can be infringed.

The role of the expert witness has been introduced to overcome these issues and can be performed by a suitable member

**Venus Training & Consultancy Ltd can advise you on the role of Expert Witnesses**

of staff in your organisation. The Expert Witness must:

1. Have a working knowledge of the NVQ units they are providing testimony for as well as current expertise within the last 2 years as a practitioner or manager.
2. Hold a qualification related to assessing staff performance in the workplace or have a professional work role which involves evaluating the everyday practice of staff.

The testimony can be used instead of observations by the assessor, for the option units, so this new role may be of benefit to your organisation and you should ask your training provider for more information if you are interested.



A qualified member of your staff can be an expert witness



## Big Welcome for new provider

South West Training Solutions is a newly established training organisation based in Plymouth.

The two directors have over 17 years experience in the health & social care and training sectors. They offer short courses in a variety of related subjects including:

- Health & Safety
- First Aid
- Food Hygiene

All of these are mapped to the Health & Social Care NVQS. Tutors are happy to deliver courses in your workplace.

You can visit the website at:  
[www.southwesttrainingsolutions.com](http://www.southwesttrainingsolutions.com)  
telephone:  
01752 266470 / 01752 783925  
email:  
[enquiries@southwesttrainingsolutions.com](mailto:enquiries@southwesttrainingsolutions.com)



## UK Care Home Association

**U**KHCA is the professional association of home care providers from independent, voluntary, not-for-profit and statutory sectors.

The UKHCA helps organisations that provide Social Care (which may include nursing services & people in their own homes) promoting high standards of care and providing representation with national and regional policy makers and regulators.

The association represents over 1,500 members across the United Kingdom.

They currently have funding to support Home Care Providers with costs relating to training their staff – including short

courses & NVQ's.

For further information contact the Regional Development Manager – Susan Hobbs: [susan.hobbs@ukhca.co.uk](mailto:susan.hobbs@ukhca.co.uk)

The UKHCA also have special offers on CRB, SCRO and POVA checks. Visit the site at [www.ukhca.co.uk](http://www.ukhca.co.uk)



### Learning Resource Centre Network

**T**he LRCN initiative was commissioned in 2003 by the Department of Health and delivered by Skills for Care. Initially the work focussed on practise learning for Social Work students but it has now been expanded to support work based learning across the range of social care qualifications and professional development needs.

The networks are intended to enable everyone in the social care workforce to access knowledge, evidence and information resources.

For more information and access to the LRCN newsletter visit the following link:

<http://www.topssengland.net/view.asp?id=744>

Many projects have been commissioned and carried out by the LRCN and information about these can be found on the Skills for Care website.

Some have resources that you can download or order for free.



## Alzheimer's online link to Dementia Awareness

**T**he Alzheimer's Society is the UK's leading care and research charity for people with dementia, their families and carers.

They are committed to maintaining, improving and promoting their unique knowledge and understanding of

dementia. The Society was founded in 1979 and has over 25,000 members. The website holds a wealth of useful information including free fact sheets and news items.

The website is designed to be used by people with dementia, families, carers and care providers. It is a valuable starting point for owners / managers who are designing in – house training or thinking of purchasing training for staff.

Visit the site at [www.alzheimers.org.uk](http://www.alzheimers.org.uk) Venus Training & Consultancy offer short courses in Dementia Awareness which meets Skills for Care Knowledge Sets. Contact us for further details.



## Alternative sources can save cash

**A**mazon / Ebay – If you are responsible for purchasing resources it may be worth looking on websites like the following examples:

[www.ebay.co.uk](http://www.ebay.co.uk)

[www.amazon.com](http://www.amazon.com)

Of particular use, you can very often find equipment e.g. hoists, text books and teaching resources. Also items can often be purchased in bulk quantities e.g. toiletries, uniforms.

We speak from experience and have been pleasantly surprised by some of our purchases.