



## **Training Policy Statement**

The Barnfield Group of Companies (hereinafter referred to as “the Organisation”) believes that skills, knowledge, experience, training and development are vital components in securing the necessary competence to undertake projects effectively and safely. This is reflected in our training policy.

Other factors that are considered to be important are:

- experience of applying learned skills in a work environment and;
- supervision to ensure the correct development of the skill through ‘hands on’ experience.

The Organisation is committed to implementing this training policy by identifying training needs, setting training objectives and achieving training goals through use of internal training and development and specialist training provided by approved and appropriately accredited suppliers.

Knowledge gained through information and training provided to our workers will be reinforced by mentoring or supervised learning to build the necessary experience.

Personal development and ongoing training will be supported and encouraged to maintain all necessary professional competences. Consultation with employees at all levels shall be undertaken to maintain competence, motivation and a positive culture within the Organisation.

The Organisation will work with local partners around its projects to encourage and support development of new trainees into the construction industry, through a combination of work placements and apprenticeships and will endeavour to provide trainees with ongoing employment upon achievement of their chosen vocational skills qualification as far as practicable.

Where industry standards are recognised, training and evidence of competence will be pursued to meet or exceed the standards through recognised competency schemes or demonstrably equivalent provisions.

Records of training and achievement will be securely kept and maintained by the Training Manager.

This policy shall be formally reviewed at least annually.

**Tim Webber**

Chairman & Managing Director

Date: 29<sup>th</sup> January 2017 –Review Date 30<sup>th</sup> January 2018