‘Empowered to Care’
Healthcare Support Workers Programme

Are you a healthcare support worker employed by Cambridge and Peterborough NHS Foundation Trust? This course is perfect for you!

Background information
Specifically for healthcare support workers employed by CPFT, this in-house training programme is in line with the Trust’s new Performance Management Competency Frameworks and it aims to provide knowledge and skills to enable Healthcare Support Workers to show that they are not only integral high performing staff but that they work to agreed and consistent standards across the Trust.

This is a 10 day programme (accredited by the University of Essex, School of Health and Human Sciences) that will be rolled out across the organisation as a mandatory initiative, commencing January 2013.

Outcomes
The programme will be provided via the on-line module called ‘Applying & Using Learning in Practice’, which is a Level 4, 15 credit module. It will not only provide a structure for collecting evidence to demonstrate the learning you have done and how this applies to practice - which will help you during your appraisal or when looking at your personal development plan as part of your employment; but it will also provide you with the basis to continue your studies as part of this development plan (which, over time, could lead to a degree).

At the end of the Empowered to Care programme, you will be expected to be able to:

- articulate key aspects of learning derived from attendance/participation of a set of events
- describe the underlying principles or techniques presented in the learning events
- use evidence to develop lines of enquiry
- describe how the learning has been used in an individual context
- identify potential areas for future development arising from the ‘application of learning to practice’ process

Programme outline
Prior to commencement of the programme you will undertake a literacy and numeracy assessment to ensure that we are all working at a minimum Level 2 standard of Literacy and Numeracy. If you are assessed as requiring development in this area you will be signposted to appropriate external training.

As part of the programme you will be expected to complete e-learning programmes prior to and between classroom sessions in order to aid your understanding and depth of learning.

A major element of this programme will be via on-line learning, which will:

a) enable you to work at your own pace at a time convenient to you
b) provide a structured, supported experience of on-line learning to build both your confidence and skills
c) provide you with a ‘live’ repository of resources that can be easily accessed to support your learning

Programme overleaf

For further information on this programme please contact
Carol Fernandez
Learning and Development Consultant
Learning and Development Team
Block 14 Ida Darwin
Fulbourn
Cambridge CB21 5EE
T 01223 884106
M 07983 340893
E carol.fernandez@cpft.nhs.uk
<table>
<thead>
<tr>
<th>Programme Content</th>
<th>Delivered By</th>
<th>Dates</th>
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<tbody>
<tr>
<td>Prior to Month 1</td>
<td>Literacy and numeracy assessment</td>
<td>E-learning University of Essex (UoE)</td>
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| Month 1 9.30–16.00 | • Introduction to the Programme  
• Structure of national and local NHS  
• Structure of the Trust  
• Trust Mission, Vision, Values (Part 1)  
• Professional Practice requirements  
• Computer Literacy  
• Learning Styles  
• Study and Research Skills - Coaching | CPFT  
UoE | 26 February  
27 February |
| Month 2 9.30–16.00 | • Trust Vision and Values including Quality Standards (Part 2)  
• Equality and Diversity  
• Collaborative Team Working | CPFT  
UoE | 25 March  
26 March |
| Month 3 9.30–16.00 | • Mental Health Awareness  
• Health Promotion  
• Recovery | CPFT | 25 April  
26 April |
| Month 4 9.30–16.00 | • Diagnostic Categories  
• Clinical Skills  
• Assessment  
• Physical and Psychosocial Interventions | CPFT | 20 May  
21 May |
| Month 5 9.30–16.00 | • Care Planning and Legislation including Risk and Safety  
• Quality Standards | CPFT | 26 June  
27 June |
| Month 6 9.30–16.00 | • Interpersonal Communication  
• Clinical Record Keeping  
• Confidentiality | UoE/CPFT | 15 July  
16 July |
| Month 7 9.30–16.00 | • Leadership Skills including Assertiveness and Reflective Practice | UoE/CPFT | 21 August  
22 August |
| Month 8 9.30–16.00 | • Physical Health Care (NB 2 days) | Anglia Ruskin University | 23 & 24 September  
24 & 25 September |
| Month 9 9.30–16.00 | • Continuing your development  
• Action Learning Sets  
• Graduation from Programme | CPFT | 28 October  
29 October |