

OUR RECRUITMENT STANDARDS

- ✓ **Candidates must be able to demonstrate through hands-on experience and training that they are proficient in any care discipline that they might be required to undertake during the course of their work duties.**
- ✓ **Enhanced CRB disclosures are undertaken and placements are offered only once an acceptable disclosure is received. Enhanced CRBs are updated annually.**
- ✓ **Written references are received from two professional referees, one being from the applicant's current or their previous employer**
- ✓ **Qualifications are verified**
- ✓ **Applicants are required to provide a complete employment history and prove that they are eligible to work in the UK**

Subject to meeting all of the above criteria, candidates receive a formal induction which includes a thorough explanation of Superior Care's policies and procedures; they will also be issued with a staff hand book relevant to their position. Copies of training certificates are obtained, where available. Otherwise, training is updated by our in-house trainers.

TRAINING

All of the following training is undertaken prior to placement:

- Moving and Handling
- Fire Awareness
- Infection Control
- Health & Safety
- POVA
- POCA
- Dealing with Violence and Aggression
- Food Hygiene
- First Aid
- Safe Handling of Medication

Additionally, we can provide training in the following areas:

- Basic life support, to include paediatric basic life support
- Tracheostomy care
- Epilepsy Awareness
- Dementia

Ongoing assessment and staff development

In addition to initial and ongoing training, we undertake staff assessments including spot inspections, team meetings and staff appraisals. Additionally, we request regular feedback from service users. In the event that areas for development are identified, we provide further training and support for our team.

