



EVERS

building contractors

Training & Development Statement



Training and Development

General Statement of Policy

The company recognises that its employees are its most important resource and is committed to the training and development of all employees to enable them to meet their aspirations and reach their full potential. It is acknowledged that career progression and job fulfilment is the key to a successful business and a motivated workforce. This will assist in enabling the company to deliver a first class service to all its customers and by increased efficiency to improve the company's overall performance.

The company aims to:

- Have a structured training plan to ensure all employees are trained in the skills they need to carry out their job to the standard expected by the company and its customers
- Ensure that training reflects any changes to the way or the circumstances in which they are to perform, due to changes in technology or regulation.
- Encourage the employees to develop their skills and talents within the company to reach their full potential
- Support CPD and work based learning initiatives.
- Raise awareness of our company's role in the community by supporting education projects.
- Ensure all staff are aware of the contents of the company's health and safety policy and their role and responsibilities within it.

Training and development of individuals will be identified and progressed through:

- Annual performance appraisal
- Ongoing review by supervisory staff
- Employee request
- As identified within our training plan

The administration of all training will be by Helmsman Ltd, under the control of Steve Ewers the Director responsible.