INDAGO
DEVELOPMENT

New-Entrant Training Programme:

part 1

Curriculum Overview

INTRODUCTION

This curriculum is designed to provide learners with the key knowledge, skills and values needed to succeed in the health and social care sector. It offers a comprehensive foundation aligned with professional standards and is designed to prepare learners for various roles in this field.

Each module addresses a different aspect of care, ensuring a well-rounded approach that fosters both personal growth and professional competency. Importantly, the curriculum aligns with the Care Certificate Standards. This ensures that learners meet the essential requirements expected within health and social care sector.

This '**Education Phase**' of the programme is delivered through e-learning modules and tutor-led webinars*. Learners receive weekly e-learning modules ahead of time, allowing them to study at their own pace and build a deeper understanding of the Care Certificate Standards. Following this, tutor-led webinars are held each week to reinforce the knowledge gained.

These webinars also provide opportunities for the learners to ask questions, engage in group discussions and hear from guest speakers who work in the UK Health and Social Care sector. Soft-skills are also interwoven into these webinars: communications and language adaptability, in particular. This blended approach ensures that the learners are well-prepared and confident in their skills to excel in their future careers.

*Please see the 'New-Entrant Training Programme' brochure for more information on the '**Education Phase'** and '**Skills Development Phase**' (parts 1 & 2).

E-Learning

Module Focus	Expected Hours
Module 1 - Understanding Your Role and Personal Development	3
Module 2 - Communication and Working in Person-Centred Way	3
Module 3 - Duty of Care	3
Module 4 - Equity and Diversity	3
Module 5 - Safeguarding Adults and Children and Handling Information	3
Module 6 - Privacy and Dignity	3
Module 7 - Fluids and Nutrition	3
Module 8 - Health and Safety and Infection Control	3
Module 9 - Basic Life Support and Awareness of Mental Health, Dementia, and Learning Disabilities	3

Webinar

Webinar	Expected Hours (webinar + post-webinar learning)
Webinar 1 - Why am I here?	3
Webinar 2 - Key expectations in a care home and the importance of communication	3
Webinar 3 - Importance of social care language	3
Webinar 4 - Understanding the day-to-day running of a care home	3
Webinar 5 - Privacy, Dignity, Equality and Diversity	3
Webinar 6 - Reflections and next steps	3

E-learning Modules

Expected E-learning Hours:

There are nine modules that the learners need to complete as part of the **'Education Phase'**. Each module will take approximately 3 hours to complete. In total, learners will undergo *at least* 27 hours of e-learning.

Module 1

Understanding Your Role and Personal Development
Links to Standards 1 and 2

This module is designed to provide learners with a clear understanding of their roles, rights, responsibilities and pathways for personal development in the health and social care sector. It emphasises the importance of agreed ways of working and collaborative relationships while also focusing on personal growth through structured planning.

Aims:

a. To empower learners to fully understand their roles within health and social care.
b. To understand their rights and responsibilities and actively engage in their personal development.
c. To begin to develop a structured approach to one's personal growth.

Module 2

Communication and Working in a Person-Centred Way
Links to Standards 5 and 6

This module explores the critical role of effective communication in providing person-centred care within health and social care settings.

Part 1 of the module emphasises understanding various communication forms, the importance of confidentiality and strategies to build strong relationships with individuals and colleagues.

Part 2 of the module aims to enhance understanding of person-centred values in health and social care and explore ways to support individuals through these values, ensuring that care is tailored to each person's unique needs and preferences.

Aims:

a. To equip learners with an understanding of the importance of effective communication in the workplace.
b. To know the different types of communication.
c. To understand the significance of confidentiality in care settings.

Module 3

Duty of Care
Links to Standard 3

This module is designed to provide the knowledge and skills necessary to uphold a duty of care, support individuals' rights to make choices and ensure a safe and respectful care environment. By adhering to legal and ethical guidelines, care workers can contribute to the well-being of those they support while managing risks and challenges effectively.

Aims:

a. To equip learners with a comprehensive understanding of the concept of duty of care.
b. To ensure learners understand how duty of care contributes to safe and effective care.
c. To identify the support systems available for addressing dilemmas and challenges relating to duty of care.

Module 4

Equity and Diversity
Links to Standard 4

This module explores the critical concepts of equity and diversity and their application within the workplace, particularly in health and social care settings. The aim is to provide learners with a comprehensive understanding of how to foster an inclusive environment that respects and values individual differences.

Aims:

a. To empower learners to recognise and embrace diversity.
b. To promote equality and work inclusively in their professional practice.

Module 5

Safeguarding Adults and Children and Handling Information
Links to Standards 10, 11 and 14

This module provides learners with an understanding of safeguarding, focusing on how to protect both adults and children, along with an understanding of the ethical and legal how to handle confidential information responsibly in the workplace.

Part 1 of the module focusses on the importance of adult safeguarding and how to safeguard.

Part 2 of the module focuses on the critical role of safeguarding and child protection, emphasising that safeguarding is everyone's responsibility, not just professionals working with anyone who is vulnerable.

Part 3 of the module addresses the importance of confidentiality, legal requirements for data handling and responsible use of digital tools in health and social care. This module provides a foundation for safeguarding and ensuring the proper handling of sensitive information within care environments.

Aims:
a. To understand the guiding principles of safeguarding.
b. To be able to identify and respond to suspected abuse.
c. To understand the roles and responsibilities of local authorities and organisations in safeguarding.

Module 6

Privacy and Dignity
Links to Standard 7

This module equips learners with a comprehensive understanding of privacy and dignity in the workplace, particularly in care settings. By the end of this module, learners will have a solid grasp of how to uphold these values when providing care and support.

Aims:

a. To give learners an understanding of the core principles of privacy and dignity in care.
b. To support individuals in making informed and respectful choices about their care.

Module 7

Fluids and Nutrition
Links to Standard 8

This module emphasises the critical role of proper food safety, balanced nutrition and hydration in promoting health and preventing illness, particularly among vulnerable people.

Aims:

a. To understand the principles of hydration, nutrition and food safety.
b. To identify how hydration, nutrition and food safety support an individual's access to fluids in accordance with their care plan.

Module 8

Health and Safety and Infection Control Overview
Links to Standards 13 and 15

The purpose of this module is to provide an understanding of health and safety responsibilities in the workplace and how to prevent the spread of infection. By the end of this module, learners will understand the roles of employees and employers regarding health and safety and be able to describe a risk assessment.

Aims:

a. To equip learners with a thorough understanding of their health and safety responsibilities in the workplace.
b. To understand how to prevent the spread of infection.

Module 9

Basic Life Support and Awareness of Mental Health, Dementia, and Learning Disabilities | *Links to Standards 9 and 12*

This module is designed to provide foundational knowledge in Basic Life Support (BLS) and raise awareness about the needs and experiences of individuals with mental health conditions, dementia and learning disabilities. This module highlights the importance of promoting positive health and well-being, as well as understanding relevant legal frameworks and policies.

Part 1 of this module covers knowledge of Basic Life Support.

Part 2 of this module highlights the importance of understanding and responding compassionately to individuals with mental health needs, dementia or learning disabilities. By promoting well-being, following legal frameworks and personalising care, caregivers can provide effective, respectful and safe support. This fosters inclusion and empowerment in those they serve.

Aims:

a. To give learners a basic understanding of Basic Life Support.
b. To understand and recognise the needs and experiences of people with mental health conditions, dementia and learning disabilities.
c. To understand legal frameworks, policies and guidelines relevant to supporting individuals with mental health needs, dementia or learning disabilities.

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Webinars

Expected Webinar Hours
There are six webinars that the learners attend as part of the 'Education Phase'. Each webinar is 1.5 hours long. There is post-webinar learning to complete each week. Over the six webinars, learners will have completed *at least* 18 hours worth of learning.

Overall aims of the webinars:

a. To meet other learners on the course; an opportunity for introductions and getting to know others.
b. To be clear on the structure and expectations of the whole course including e-learning modules and webinars.
c. To have clarity on the learning from the e-learning modules for that week; answer any questions.
d. To e-meet a guest speaker each week to exemplify the learning; it contextualises the learning journey for the learners.
e. To build a candidate's self-confidence through dialogue; soft skills, such as communication, that are key to the learning process.

Webinar 1

Links to Standards 1 and 2

Introduction:
Why am I here?
Key Learning:
What is the course outline and what am I expected to do hereafter?
Guest Speaker:
Someone who has relocated to England who tells us about their journey.

Webinar 2

Links to Standard 2

Reflections:
What did I learn from this week's e-learning?
Key Learning:
What is the make-up of a care home in the UK and what support will I get for my transition and development?
Guest Speaker:
A Care Home Manager and member of staff who has been promoted since they did the training programme.

Webinar 3

Links to Standards 3 and 6

Reflections:
What did I learn from this week's e-learning?

Key Learning:
What social care language will I need to know and how must I communicate respectfully in a care setting?

Guest Speaker:
An Induction Lead from a Care Home in England.

Webinar 4

Links to Standards 1 and 2

Reflections:
What did I learn from this week's e-learning?

Key Learning:
Why is communication important in any care setting and why is it important to ask questions to continue to build one's confidence?

Guest Speaker:
A Care Home Manager / senior leader from a home.

Webinar 5

Links to Standards 4, 7, 10 and 11

Reflections:
What did I learn from this week's e-learning?

Key Learning:
What is safeguarding and what is privacy, dignity, equality and diversity in the workplace?

Guest Speaker:
Programme Manager and Coach in the NHS.

Webinar 6

Links to Standard 1

Reflections:
What did I learn from this week's e-learning?

Key Learning:
What have I learnt over the last five weeks and what must I prepare for our in-person training?

Guest Speaker:
The trainers who will be delivering the in-person training.

If you want to find out more about the training programme, please contact us at
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