
	Training Policy			
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This policy statement recognises that a competent, motivated & well-trained workforce is essential to continued company success. This policy document is designed to reinforce the commitment to employees' development and outline the framework for its continuance.

It is S&R Construction Ltd policy to train and develop all employees by providing appropriate access to relevant opportunities, both internal and external, with requisite support and guidance in line with company objectives.

Training and development is intended to equip employees with the skills, knowledge and understanding to enable them to function in the working environment with competence and confidence. Every manager and supervisor are responsible for ensuring that their team has the requisite skill set.

All steps will be taken to ensure equal access to opportunities for training and promotion. S&R Construction Ltd will endeavour to provide appropriate training to enable staff to perform their jobs efficiently and pursue career development opportunities. Training will be given to all staff that requires it regardless of gender, age, disability, responsibility for dependents, belief, race, religion or ethnic origin, sexuality, pregnancy or maternity.

S&R Construction Ltd policy is to provide and maintain all employees with skills, knowledge and understanding that will:

- Ensure that all employees operate effectively at all times and are fully aware of what is expected of them.
- Foster a culture where "right" actions are carried out first time, and all employees remain cost and quality conscious.
- Provide all employees with agreed and recognised standards of performance expected of them, the basis of regular review and on the job effectiveness.
- Motivate and equip all employees to make their optimum contribution to the achievement of shared goals and tasks.
- Ensure employees conduct their work in a safe and healthy manner.
- Bring all new employees up to the required working performance in a minimum of time, whilst ensuring effective team integration.
- Adopt, and promote, sound training and development practices that support professional co-operation and teamwork at all levels.
- Develop, in the widest sense, the potential of all employees.

This Training Policy Statement will be monitored and formally reviewed, annually as a minimum, for continuous relevance and suitability.



Signature:

Steven Sankey, MD