



Training Policy

Aim of Treasure Chest Group

To promote, support and encourage breastfeeding in the York area. All our information is in line with UNICEF BFI standards.

We are aware that some people may wish to use the term chestfeeding instead of breastfeeding and may not identify as a mother and we will use the terms the person wishes to use.

Treasure Chest specifically aims to train Peer Supporters, this document outlines how we train our Peer Supporters and what we expect of them.

Purpose

Treasure Chest is committed to training breastfeeding Peer Supporters and to maintain their standards of training while they volunteer with the group.

Principles

We will train each Peer Supporter using recent evidence-based information.

We will train each Peer Supporter in best practice.

We will ensure the training received is relevant to the role being undertaken.

We will adhere to our Equality policy in all aspects of training.

Responsibilities

We will ensure our trainers are adequately informed to deliver relevant and up to date training. Our trainees will have had a minimum of six months breastfeeding experience with at least one child.

Our trainees will commit to attending the full 20 hours of training.

Our trainees will commit to attend two out of the three ongoing training sessions offered each year after their initial training.

Training to be a Peer Supporter

Prospective trainees will need to complete the current application form available from the Treasure Chest course co-ordinator which details their breastfeeding experience and why they want to become a Peer Supporter.

Prospective trainees will have had a minimum of six months breastfeeding experience with at least one child.

The course co-ordinator will acknowledge receipt of application forms and will be responsible for telling applicants if they have been successful in their application or not.

Peer Supporters are expected to commit to at least one year of volunteering with Treasure Chest after completing their initial training.

All those who train as Peer Supporters will need to complete a DBS check as appropriate.

Once trained

Newly trained Peer Supporters have a right to be supported and mentored in the support groups by established Peer Supporters or breastfeeding counsellors and should use this support to develop their skills and confidence in real life situations.

All Peer Supporters should attend two out of the three ongoing training sessions that are offered by Treasure Chest each year to keep their training up to date.

Extra training

Further training must be undertaken by Peer Supporters who wish to take on additional roles

1. Hospital visiting requires further training to develop knowledge of new born baby feeding issues and hospital procedures.
2. Leading of antenatal workshop groups requires a Peer Supporter to have attended at least three workshops as a helper/observer and further training will be given in the content of the presentation and the questions to be addressed in the group.

Retraining after absence

Peer Supporters who have been absent from volunteering for one year or more will need to attend two updates before peer supporting again without support. These updates could be an antenatal workshop, a Treasure Chest evening training session or training course sessions that are appropriate.

Peer Supporters previously trained elsewhere

We require any Peer Supporter previously trained elsewhere to attend a full training course here in York to ensure they are aware of local aspects and situations.

Offering training to trainee midwives and Children's Centre staff

Treasure Chest has limited resources and therefore will only offer Peer Supporter training places to trainee midwives or Children's Centre staff if there is space on a training course not already filled by other volunteers.

Responsibilities

The Treasure Chest Secretary will liaise with trainers and the wider Committee to ensure that this policy is circulated to all Peer Supporters on completion of their training.

It is the responsibility of individual Peer Supporters to familiarise themselves with this policy and to read and understand its content.

Date of last review: September 2022

Reviewed by: Helen Wyrill

Date of next review: September 2023