



Smart Roadshow 2007

Every Child Matters was the theme for our roadshow in St. Thomas's Square, Newport on 7th July. It was a great success and we were able to speak to many young people about their career ambitions, Connexions advisors were also able to offer information and advice.

We were supported by the talented vocalist Lewis Berry who entertained the crowds, and the Ceri Irish Dancers performed their traditional dances led by their teacher Katie Collins, who is also a Smart employee. We lost count of how many faces Cindy Prince painted.

The 5 A Day message was given by Community Chef Paul Rogers who made over 500 pink smoothies and vegetable wraps showing how children of all ages can eat healthily. Island Quitters were distributing information about how to give up smoking.



SMART OPEN DAY

Wednesday 11th June was a very busy day when we opened Smart House to young people and their parents and guardians to see for themselves the facilities of our Training Centre. They were able to talk to our Recruitment Team and Advisors who gave them information and advice about work based learning.

The areas we cover in our Apprenticeship and Train to Gain programmes are Hospitality, Catering, Business Administration, Customer Service and Retail and are able to deliver training to anyone who is aged 16-24 and also those over 25.

As a result of our Open Day we enrolled ten young people on to our SMART Diploma Course which is designed to give them the knowledge and basic skills needed to enable them to gain

Congratulations to Smart Staff

All staff have achieved a Certificate in Safeguarding Children Awareness, certificated jointly by Educare and the NSPCC. The programme involved studying four modules relating to the identification of potential abuse and neglect. Everyone passed the four examinations. We all take our pastoral responsibilities of working with Learners very seriously and as part of our commitment to ensuring the welfare of all Learners, we have developed a Child Protection Policy, a copy of this can be obtained on our website www.smarttar.co.uk. Raising staff awareness of Child Protection issues is just one part of the Policy.

The Children Act covers everyone under the age of 18 and vulnerable adults. If you would like any information on this aspect of staff welfare, please contact **Mary Aslett** on 01983 530440 or mary@smarttar.co.uk and we will be glad to advise and support you.

We have taken the Every Child Matters themes established under The Children Act and applied them to all our Learners to create Every Learner Themes:

- Staying Safe
- Staying Healthy
- Enjoying and Achieving
- Making a positive contribution
- Achieving economic well-being

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Training Advisors also thread these five themes throughout a learner's learning experience.

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Learner of the Month

Smart Training and Recruitment are proud to announce the following Learners of the Month Award

For providing excellent portfolio evidence, achieving objectives within time frames, overcoming barriers to learning, and improving work skills.

April 2007 Level 2 **Kamil Ebertowski** (Sandpipers Hotel)

April 2007 Level 3 **Sean Jeffers** (Mojacs Restaurant)

May 2007 Level 2 **Stacey Whitmore** (Country Garden Hotel)

June 2007 Level 2 **Philip Thompson** (The Blue Crab)

July 2007 Level 3 **Samantha Suiter** (Sandpipers Hotel)

Congratulations. We hope that you have enjoyed spending the HMV Voucher issued as recognition of your achievement

National Ban Bullying at Work Day 7th November 2007

Ban Bullying At Work, is the UK charity dedicated to changing bullying in the Workplace.

It is expected that over 1 million people will take part in the minute of reflection to be held at 10am on 7th November 2007.

Did you know?

• More than 2 million people are bullied at work in the uk today

• Workplace Bullying is now a major cause of stress related illness.

For more information or to get involved in this campaign visit www.banbullyingatwork.com.

Smart... **Isle of Wight** Primary Care Trust

CD Scheme

Working closely with the Isle of Wight NHS Sexual Health Department, Smart Training and Recruitment are now a registered centre for the Condom Distribution (CD) Scheme.

This will mean that any of our learners that are interested in the scheme will be asked to register with us, and will then be issued with their own individual CD Scheme card. Once they are issued with the card they will then be entitled to free condoms, which can be gained via their Training Advisor, or by coming in to the centre with their card.

If you would like any further information on this new scheme, please speak to your Training Advisor or contact our reception team on **01983 530440**.

Alternatively you can call the Sexual Health Help Line for further details, on **0800 567 123**.

Do you have any staff aged between 16 and 24 who would benefit from gaining a City & Guilds Accredited Apprenticeship?

OR

Have you any vacancies for a young person in your business?

If answered yes to the above, please contact our recruitment manager Gill Rogers, on 01983 530440 or gill@smarttar.co.uk.






Training & Recruitment
'working together to enrich life'

National Minimum Wage

As from October 1st 2007, the national minimum wage will be increasing.

The minimum wage is a legal right which covers almost all workers above the compulsory school leaving age.

There are different minimum wage rates for different groups of workers, the groups are split into separate age categories and the changes are as follows:

Age Group	Increased by	New Wage Per Hour
 22+	£0.17	£5.52
 18-21	£0.15	£4.60
 16-17	£0.10	£3.40

We are now open Saturday's!
from 10.00am to 2.00pm

Please feel free to pop in and use our facilities, or to talk to one of our Advisors.

It is the company's policy to treat all members of staff, learners, applicants and employers fairly and equitably regardless of gender, racial or cultural grounds, disability, age, marital status, religious beliefs, sexual orientation, trade union activity, or any other category where discrimination cannot be reasonably justified. The company will ensure that no requirement or condition will be imposed without justification that could disadvantage individuals on any of the above grounds.

Investors in People “SMART Training and Recruitment recognised again”!



Following the visit on the 23rd August from the Investors in People Assessor for our Post Recognition Review we are pleased to announce that we continue to meet the requirements of the Investor in People Standard.

The report stated

“a good team ethos with lots of mutual support and encouragement from the top down”

Do people believe that managers are genuinely committed to making sure everyone has open and fair access to the support they need and opportunities are open to everyone? (Without exception everyone replied with a resounding YES!)
Comments included:

“It is excellent, they are far more proactive than anyone else I have ever worked for”

“Staff here are viewed as an investment, as the importance of training staff is properly understood”

Investors in People is a National Standard
“Developing people to develop the business”

If you would like to know more about Investors in People please go to their web site www.investorsinpeople.co.uk.

Quarterly Achievers March 2007 to July 2007

Congratulations to our learners who have completed their qualifications since our last newsletter

Hospitality Supervision Level 3

Melissa Gilbert
Amy Betteridge
Agnieszka Bobryk
Maria Da Silva
Sammi Sutor
Kim Salmon

Professional Cookery Level 3

Daniel Wooler
Sam Beckley
James Ellis
Tom Branagh
Ronny Mashigo
James Newnham

Professional Cookery Level 2

Brian Jupe
Kamil Ebertowski
Andrew Calvo
Philip Thompson
Scott White

Food and Drink Service Level 2

Robert Jackson
Tammie Seabrook
Carrie-Ann Tilbury
Shane Mursell
Stacey Sparshot
Roxanne Desbrow
Kelvin Burnett

Multi Skilled Hospitality Level 2

Samantha Morey
Stacey Whitmore

Cleaning and Support Services Level 1

Rebecca Small
Karen Willett
Helen Bevan

Housekeeping Level 2

Monika Rompza

Customer Service Level 2

Louise Rann
Adam Whorwood
Lindsey Speirs
James Pemberton
Stephen Johnson
Hazel Bull
Jodie Ashman
Adrienne Kriel
Sarah Clarke
Natalie Munday

Customer Service Level 3

Jane Hughes
Gary Stansbury
Zara Davis
Laura Ince

Drink Service Advanced Craft Level 3

Helen Catherine Mew

Thank you very much for taking the time and trouble to read this full version of our newsletter. If you require copies with enlarged print, Braille or tape cassette then please do not hesitate to contact us and we will be delighted to forward you a copy in due course.