

## Ethnicity Training Network Newsletter



The Ethnicity Training Network has had a lot of changes over the past few months since our last newsletter. There have been lots of requests for training and we have had more trainers join the network.



We would like to welcome Amrit to the team who will be coming on board as the Administrator in January 2006. We look forward to the fresh ideas and enthusiasm that she will bring to the team. Welcome.

We have been busy organising a training seminar for our trainers and are in the swing of organising a training day for carer's. Please read further for more details.



We are always looking for more members at the Ethnicity Training Network so please contact us if you haven't joined yet – and please forward on our details to your friends and colleagues! The telephone number is 0113 3436903 and the email is [etn@leeds.ac.uk](mailto:etn@leeds.ac.uk).



**The Ethnicity Training Network is looking for carers from minority ethnic communities who would like to become trainers!**

Carers use services and support people with learning disabilities on a day to day basis. They can help teach others how to deal with cultural issues sensitively and how to provide services that include everybody.



If you would be interested in becoming a trainer, please contact the Ethnicity Training Network on 0113 343 6903 and the email is [etn@leeds.ac.uk](mailto:etn@leeds.ac.uk).

# Seminar for Trainers

**Date:** 10<sup>TH</sup> February 2006

**Time:** 12:00 – 16:30

The Ethnicity Training Network is organising a half day seminar for trainers. The seminar will be facilitated by trainers themselves and will help people share experiences and ideas. Participants are encouraged to bring examples of their own training materials to get feedback, learn and gain knowledge from one another.

## Aims and objectives

- Share participants training experiences
- Update trainers' knowledge and skills
- Discuss how to structure and design training sessions
- Share ideas about how to make training interesting, relevant and stimulating

## Topic

- Addressing cultural competence in training
- Approaches/techniques in training
- Designing training programmes
- Organising whole staff training programmes and how to approach them
- Making the delivery and application of training accessible

## Venue

- University House at the University of Leeds

## Cost

- Free of charge for all trainers (priority places to members of the Ethnicity Training Network). Places for training are limited so please apply early.



## Ethnicity Training Network Forum

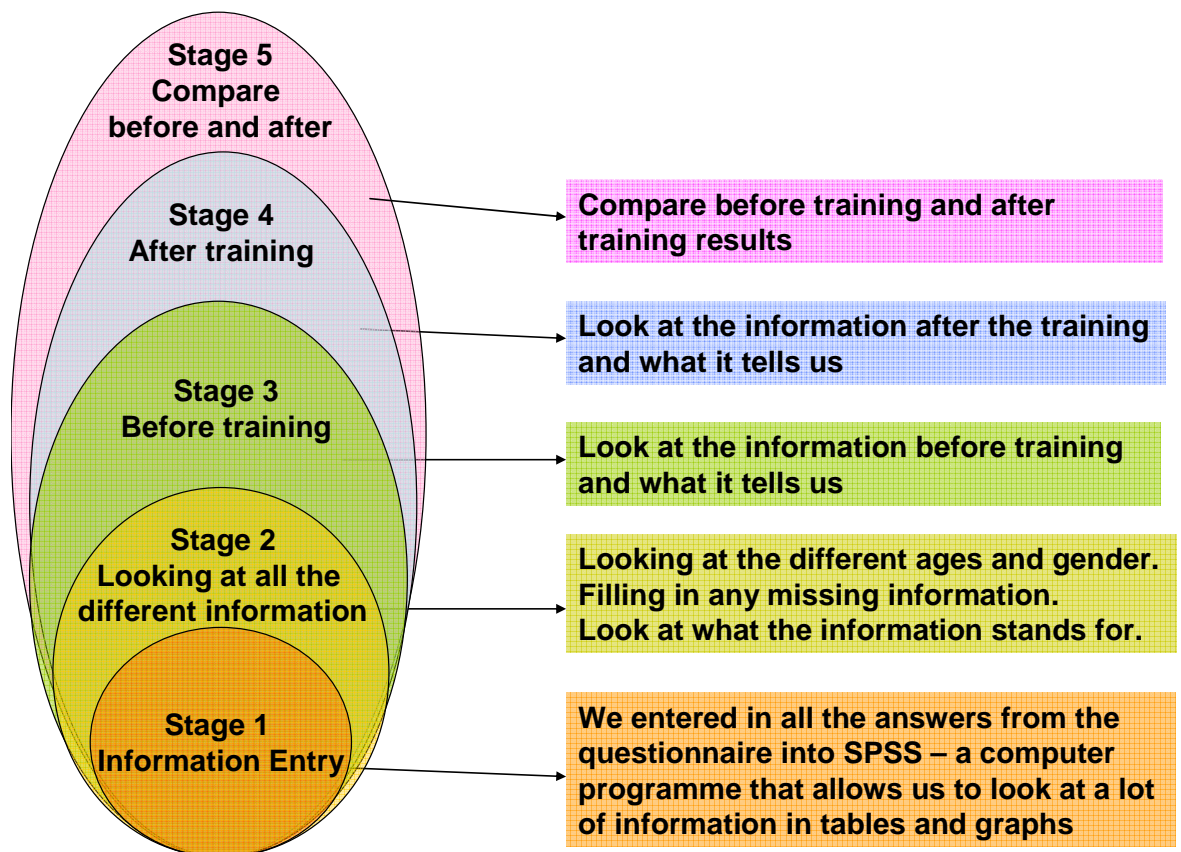
We have a Network Forum on our website which we encourage you to use - either to ask questions to the broad range of people accessing the webpage, say your opinion or just get a discussion started on a topic that interests you related to ethnicity and health. This is a powerful tool to get some good debates going on ethnicity training and we encourage you to use it.

[www.etn.leeds.ac.uk](http://www.etn.leeds.ac.uk)

# What have we found out about our training?

In the last newsletter we told you about a questionnaire that we had developed to measure the impact of training on trainees. We have had some responses to this questionnaire and here are some of our findings so far.

## How did we put the information together?



## Before and After Training

Before the training a lot of people disagreed with or didn't know the answer to questions about cultural competence in the questionnaire. For example, many people weren't sure if people from minority ethnic communities prefer to look after their own relatives without service support. Many also lacked confidence in working with minority ethnic service users. After the training, people gave answers that showed an improvement in their knowledge and understanding of people's needs and rights.

## **What are some of the comments from the training sessions?**

“From this introductory session I realise that I need more knowledge to do my job better.” Female, Line manager, been in the organisation 9 years.

“This training has taught me to think differently, to approach a problem or difficulties in an area in a “non western” attitude. To try and imagine how the situation would feel to someone of a different culture. It has been very useful.” Male, Senior Manager, been in the organisation 4 years.

“This training has opened my eyes to the fact that there is a lot of work to be done for our organisation before we have cultural competence. This training is a good start to the end target.” Male, Senior Manager, been in the organisation 2 years.

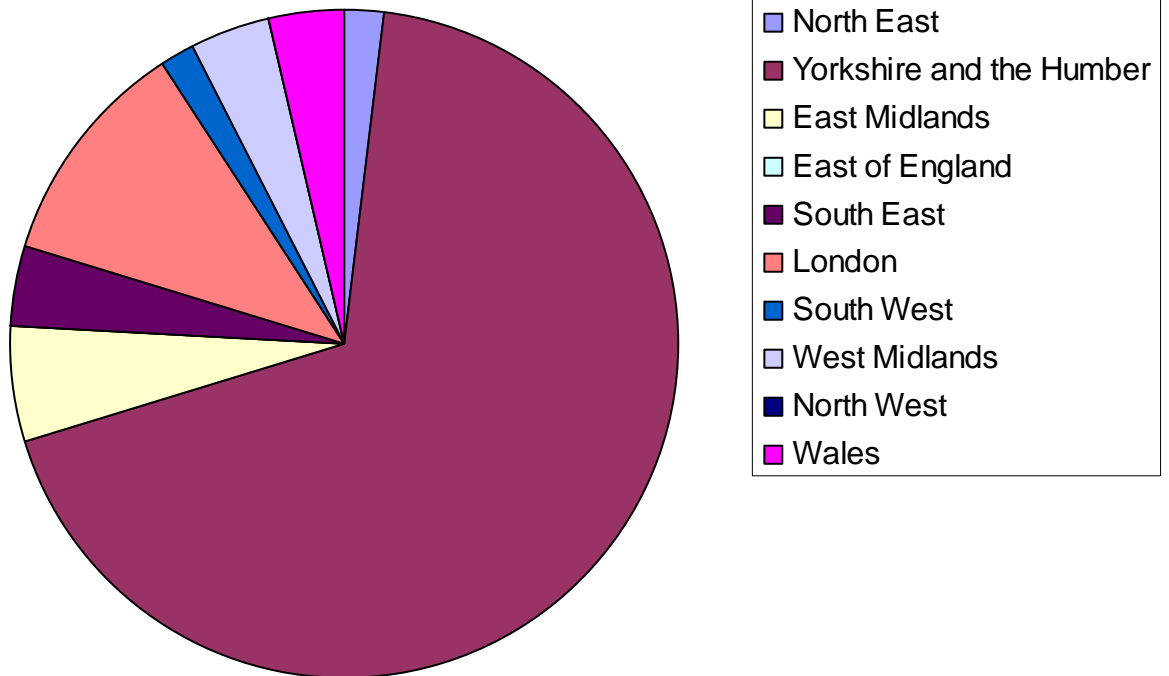
We will soon be handing out the same questionnaire to the people we did the training with three months ago to see if they have increased their knowledge and skills and are applying it to things that they do at work We will keep you updated on the results.

## **Which regions are requesting training?**

We keep a record of the regions where people who request training work. This allows us to see where we are reaching people and where we still need to tell people about the Network and motivate them to use it.

From this information we can see that we are well known and used in West Yorkshire, with most of our requests coming from Leeds. There are some requests from London and Manchester but we do need to focus on letting people know about us in the rest of the country.

## Training requests by region



As we progress and get more information from training we will keep you up to date on the findings.

We hope you have found this as interesting as we have.

If you would like to ask us any questions on this information or contact us please ring Hala 0113 343 6903 or Ghazala (0113 343 4832) or email [etn@leeds.ac.uk](mailto:etn@leeds.ac.uk)