# Essex

## Training Calendar 2026 – 2027


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## Induction and Essential Skills

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| Course Title | Classroom / Virtual Classroom | Time | Apr 2026 | May 2026 | Jun 2026 | July 2026 | Aug 2026 | Sep 2026 | Oct 2026 | Nov 2026 | Dec 2026 | Jan 2027 | Feb 2027 | Mar 2027 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Creative Support Induction | Virtual Classroom | 09:30-11:30 | Runs every day Monday-Friday (Excluding Bank Holidays) | | | | | | | | | | | |
| Anti-Racism | Virtual Classroom | 13:00-15:00 | 1, 8, 14, 23, 27 | 5, 11, 19, 29 | 5, 12, 15, 25 | 1, 10, 15, 22, 30 | 4, 10, 21, 26 | 2, 9, 15, 23, 28 | 9, 14, 19, 27 | 6, 9, 17, 24 | 7, 10, 16, 21, 29 | 7, 14, 19, 27 | 2, 10, 16, 22 | 1, 12, 18, 22 |
| Code of Conduct & Professional Boundaries | Virtual Classroom | 13:00-16:00 | 28 | | 25 | | 19 | 16 | | 11, 26 | 14 | 29 | 4 | 24 |
| Confidence, Assertiveness and Resilience | Virtual Classroom | 13:00-15:30 | | | | 8 | | | 13 | | | 5 | | 16 |
| Effective Key Working, Daily Care Notes and Support Planning | Virtual Classroom | 09:30-12:30 | | | | | | | 22 | 11 | 1 | | | |
| | | 13:00-16:00 | 28 | 12 | 10 | 16 | 13 | 1, 10, 21 | 14, 28 | 2, 18 | 18 | 11 | 24 | 17 |
| First Aid & Basic Life Support | Classroom | 09:30-12:30 | 22 | | | 14 | | | 8 | | | 6 | | |
| | | 13:00-16:00 | | | | | | | | | | | | |
| | Virtual Classroom | 09:30-12:30 | 10, 17, 24 | 1, 8, 15, 29 | 5, 12, 19, 26 | 3, 10, 17, 24, 31 | 7, 14, 21, 28 | 4, 18, 25 | 2, 16, 23 | 6, 13, 27 | 4, 11 | 8, 15, 22, 29 | 5, 12, 26 | 5, 12, 19 |
| | | 13:00-16:00 | 17 | 1, 15, 22 | 5, 19 | 10 | 7 | 4 | 16, 30 | 13 | 11 | 8, 22 | 5, 26 | 5, 19 |

## Induction and Essential Skills (cont.)

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| Course Title | Classroom / Virtual Classroom | Time | Apr 2026 | May 2026 | Jun 2026 | July 2026 | Aug 2026 | Sep 2026 | Oct 2026 | Nov 2026 | Dec 2026 | Jan 2027 | Feb 2027 | Mar 2027 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Food Safety | Virtual Classroom | Time Varies | | 29 (13:00-14:30) | | | | 18 (13:00-14:30) | | 13 (14:00-15:30) | 11 (13:00-14:30) | | 5 (14:00-15:30) | 19 (13:00-14:30) |
| Food Safety (Level 2) *CPD Accredited | Classroom | 09:30-16:30 | Available on request | | | | | | | | | | | |
| Fraud and Financial Abuse Awareness | Virtual Classroom | 10:00-12:00 | 17, 24 | 8, 22 | 1, 5, 19 | 8, 24 | 3, 12, 21, 26 | 18, 23, 30 | 6, 23 | 4, 20, 24 | 3, 18 | 11, 22 | 4, 19 | 8, 19 |
| | | 14:00-16:00 | | | | | 21 | 30 | 6, 23 | 4, 10, 20 | 3, 9 | | | |
| Infection Control | Virtual Classroom | 13:00-16:00 | | 13, 26 | 8, 22 | 6, 22 | 18. 24 | 29 | | 9 | 7 | 19 | | 3, 9 |
| Medication Administration | Classroom | 09:30-16:30 | | | 9 | | | 2 | | | | 19 | | 3 |
| Moving & Positioning | In Service | N/A | Available on request | | | | | | | | | | | |
| Mental Capacity, Deprivation of Liberty and Human Rights in Care | Virtual Classroom | 13:00-16:00 | | 5, 27 | 16, 24 | 7, 22, 28 | 5, 11, 17 | 11, 28 | | 6, 24 | 3, 22 | 5, 18, 26 | 2, 23 | 2, 16 |
| Nutrition & Hydration | Virtual Classroom | 09:30-12:30 | | 13, 26 | 8, 22 | 6, 22 | 18. 24 | 29 | | 9 | 7 | 19 | | 3, 9 |

## Induction and Essential Skills (cont.)

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Oliver McGowan Tier 1 | e-Learning | N/A | Available as e-learning on Learning Pool | | | | | | | | | | | |
| Oliver McGowan Tier 2 | Classroom *Masonic Hall (Braintree) | 09:30-16:30 | | | | | | | 20 | | 16 | 20 | | |
| Person Centred Practice | Virtual Classroom | 09:30-12:30 | | 5, 27 | 16, 24 | 7, 22 | 5, 17 | 11, 28 | | 6, 24 | 3, 22 | 5, 18, 26 | 2, 23 | 2, 16 |
| Safeguarding Adults and Children & Mental Capacity Act (MCA) & Deprivation of Liberty Safeguards (DoLS) | Classroom | 09:30-16:30 | | | 17 | | | 10 | | | 8 | | | 11 |

## Specialist Skills

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| Course Title | Classroom / Virtual Classroom | Time | Apr 2026 | May 2026 | Jun 2026 | July 2026 | Aug 2026 | Sep 2026 | Oct 2026 | Nov 2026 | Dec 2026 | Jan 2027 | Feb 2027 | Mar 2027 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Diabetes Management & Glucose Monitoring | Virtual Classroom | 10:00-14:00 | 8 | 19 | 24 | 22 | | 15, 30 | 14, 20, 27 | 12, 19, 25 | 10, 23 | 7, 20 | 2, 17 | 4, 22 |
| Emergency Administration of Auto Injectors for Anaphylactic Shock | Virtual Classroom | 1 hour | Available on request | | | | | | | | | | | |
| Epilepsy Management | Virtual Classroom | 09:30-12:30 | 13, 29 | 13, 28 | 9, 30 | 13, 30 | 13, 26 | 7, 29 | 13, 29 | 10, 30 | 17, 30 | 14, 27 | 18 | 10, 25 |
| Safe Removal of Ligatures | Classroom | 13:30-16:00 | 22 | | | 14 | | | 8 | | | 6 | | |

## Clinical Skills

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| Course Title | Classroom / Virtual Classroom | Time | Apr 2026 | May 2026 | Jun 2026 | July 2026 | Aug 2026 | Sep 2026 | Oct 2026 | Nov 2026 | Dec 2026 | Jan 2027 | Feb 2027 | Mar 2027 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Administering Rescue Medication: Buccal Midazolam | Virtual Classroom | 13:00-16:00 | 13, 29 | 13, 28 | 9, 30 | 13, 30 | 13, 26 | 7, 29 | 13, 29 | 10, 30 | 17, 30 | 14, 27 | 18 | 10, 25 |
| Catheter Care | Virtual Classroom | 09:30-11:30 | | 13 | 29 | | 12 | 15 | 19 | 12 | 21 | 11 | 15 | 25 |
| Dysphagia & Swallowing Support | Virtual Classroom | 09:30-11:30 | 8 | 14 | 10 | 16 | 12 | 29 | 28 | 25 | 31 | 20 | 24 | 17 |
| Prevention and Management of Falls | Virtual Classroom | 13:00-15:00 | 8 | 14 | 10 | 16 | 12 | 15, 29 | 28 | 12, 25 | 31 | 11, 20 | 24 | 17 |
| Nutrition & Hydration | Virtual Classroom | 09:30-12:30 | | 13, 26 | 8, 22 | 6, 22 | 18. 24 | 29 | | 9 | 7 | 19 | | 3, 9 |
| Managing Incontinence, Constipation and Faecal Impaction | Virtual Classroom | 13:00-15:00 | 15, 24 | 15, 26 | 17, 19 | 9, 20 | 3, 27 | 11, 24 | 12, 27 | 4, 23 | 7, 31 | 15, 28 | 8, 22 | 15, 31 |
| Oral Health – including Mucosa and Dentures | Virtual Classroom | 13:00-15:00 | | 7 | | 15 | | 23 | | 19 | | 6 | | 24 |
| An Introduction to Percutaneous Endoscopic Gastrostomy Care | Virtual Classroom | 09:30-11:30 | | 7 | | 15 | | 23 | | 19 | | 6 | | 24 |
| Pressure Area Care and Maintaining Healthy Skin | Virtual Classroom | 09:30-11:30 | 23 | 15 | 26 | 17 | | 11 | 23 | 27 | 17 | 15 | | 12 |
| Stoma Care | Virtual Classroom | 09:30-11:30 | 15 | 26 | 17 | 9 | 27 | 24 | 27 | 23 | 31 | 28 | 22 | 31 |
| Stroke – Cerebrovascular Accident (CVA) & Transient Ischaemic Attack (TIA) | Virtual Classroom | 13:00-15:00 | | 13 | 29 | | 12 | | 19 | | 21 | | 15 | 25 |

## Mental Health

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| Course Title | Classroom / Virtual Classroom | Time | Apr 2026 | May 2026 | Jun 2026 | July 2026 | Aug 2026 | Sep 2026 | Oct 2026 | Nov 2026 | Dec 2026 | Jan 2027 | Feb 2027 | Mar 2027 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Affective Disorders | Virtual Classroom | 13:00-15:30 | 7 | | 23 | | | 16 | 14 | 4, 12 | 9, 15 | 6 | 18 | |
| Basic Principles of De-Escalation | Virtual Classroom | 09:30-12:00 | | 1 | 19 | 10 | | 25 | 30 | 11, 27 | 14 | 8 | 4, 24 | 19 |
| Hoarding Disorder | Virtual Classroom | 09:30-12:00 | | 12 | | | 24 | | | 20 | 15 | | 3 | 17 |
| Mental Health First Aid | Classroom (2 Days) | Full Day | Available on request | | | | | | | | | | | |
| Monitoring the Side Effects of Clozapine | Virtual Classroom | 10:00-11:00 | | 26 | | 21 | | 15 | 14 | 10 | 9 | 21 | | |
| Obsessive Compulsive Disorder (OCD) | Virtual Classroom | 13:00-15:30 | | 12 | | | 24 | | | 20 | 15 | | 3 | 17 |
| Schizophrenia and Psychosis: Trauma Informed Care | Virtual Classroom | 09:30-12:00 | | 11 | | | 18 | 7 | 7 | 4, 18 | 9 | 6 | 17 | 18 |
| Self-Harm & Suicide | Virtual Classroom | 13:00-15:30 | 7 | 18 | 16 | 24 | 18 | 7, 30 | 7, 20 | 12 | 23 | 21 | 9 | 2 |
| Supporting People with a Personality Disorder | Virtual Classroom | 13:00-15:30 | | 11 | | | 18 | | | 18 | | | 17 | 18 |
| Trauma Informed Care (TIC) and Psychologically Informed Environments (PIE) | Virtual Classroom | 09:30-12:30 | | 28 | 11 | 20 | 19 | 17 | 13 | 26 | | 7, 20 | 17 | |
| Working with Substance Misuse | Virtual Classroom | 09:30-12:00 | 7 | | 23 | | | 16 | 14 | 12 | 15 | | 18 | |

## Management Training

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| Course Title | Classroom / Virtual Classroom | Time | Apr 2026 | May 2026 | Jun 2026 | July 2026 | Aug 2026 | Sep 2026 | Oct 2026 | Nov 2026 | Dec 2026 | Jan 2027 | Feb 2027 | Mar 2027 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Anti-Racism for Senior Staff | Virtual Classroom | 13:00-15:00 | 30 | 27 | 24 | 23 | 28 | 22 | 29 | 27 | 14 | 26 | 23 | 24 |
| Control and Administration of Medication (Level 3) | e-Learning | N/A | Level 3 Control and Administration of Medication is mandatory for Senior Support Workers<br>The course is also recommended for all staff below senior level to support their continuous professional development<br>This course is available as e-learning via Learning Pool | | | | | | | | | | | |
| EDHR & Culturally Appropriate Care & Support for Managers | Virtual Classroom | 13:00-15:00 | | | 2 | | | 23 | | | | 27 | | |
| Emotionally Unstable Personality Disorder: Supporting Staff | Virtual Classroom | 13:00-16:00 | | | 9 | | | 15 | | | | 20 | | |
| Medication Observation for Senior Staff | Virtual Classroom | 10:00 – 15:00 | 13 | 19 | 24 | 9 | | 3 | 28 | 23 | 22 | 19 | 16 | 3 |
| Medicines Management Train the Trainer (Level 3) | e-Learning | N/A | Level 3 Medicines Management Train the Trainer is for Support Coordinators & above<br>This course is available as e-learning via Learning Pool | | | | | | | | | | | |
| Safeguarding Adults (Level 3) | e-Learning | N/A | Available as e-learning via Learning Pool | | | | | | | | | | | |

## Management Development Pathway

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| Course Title | Classroom / Virtual Classroom | Time | Apr 2026 | May 2026 | Jun 2026 | July 2026 | Aug 2026 | Sep 2026 | Oct 2026 | Nov 2026 | Dec 2026 | Jan 2027 | Feb 2027 | Mar 2027 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Introductory Modules for Managers | e-Learning | N/A | Available as e-learning through Skills for Care via Learning Pool | | | | | | | | | | | |
| Creative Leaders | Classroom (2 Days) | Full Day | Available on request | | | | | | | | | | | |
| Leading Your Service Good to Outstanding | Classroom (2 days) | Full Day | Available on request | | | | | | | | | | | |

## e-Learning

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| Creative Academy e-Learning Suite<br>(Enrol online today on Learning Pool) | |
|---|---|
| Acquired Brain Injury | Introduction to Epilepsy |
| Basic Life Support | Legionella Awareness |
| Client Finance | LGBTQ+ Awareness |
| Cyber Security Awareness | Living Well with Dementia |
| Data Protection and Information Governance | Medication Administration |
| Dysphagia & Swallowing Support | Mental Capacity Act (MCA) & Deprivation of Liberty Safeguards (DoLS) |
| Dyspraxia Awareness | Moving and Handling of Objects |
| Effective Rota Planning | Neurodiversity in the Workplace |
| Electrical Safety | Nutrition & Hydration |
| Equality, Diversity and Human Rights | Oral Health (including mucosa and dentures) |
| Equals Cards | Oliver McGowan Mandatory Training on Autism & Learning Disability (Tier 1) |
| Fire Safety Awareness | Positive Behaviour Support |
| Food Safety | Pressure Area Care and Maintaining Healthy Skin |
| Halal Food Awareness | Safeguarding Adults and Children |
| Health Action Planning | Supporting People with a Learning Disability |
| Health & Safety Awareness | Understanding Autism |
| Human Rights | Understanding Mental Health |
| Infection Control | Working With Older People and Dementia Awareness |
| Introduction to Diabetes | Writing Daily Care Notes |

Additional Courses

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## Course Information

For more information about all of the available courses that we deliver, please see our:

Course Information Booklet

# How to Apply

You can access e-Learning and enrol yourself onto webinar and classroom training directly through your Creative Academy learning platform. To access this, please click here.

Alternatively, you can enrol yourself or an individual onto one of the scheduled webinar or classroom dates by submitting an Individual Application Form.

To enrol a group of staff onto one of the scheduled dates, please submit a Group Application Form.

For any extra training requests, please submit a Senior Manager Extra Training Request Form.