

Policy: Rainbows Ireland Professional Training Policy for Coordinators and Facilitators

Purpose

This policy outlines the professional training and development requirements for Coordinators and Facilitators within Rainbows Ireland. It ensures that all team members are equipped with the necessary skills, knowledge, and support to deliver high-quality peer support services to children and young people experiencing grief and loss.

Facilitator Training Requirements

Initial Training

All Facilitators must complete a 4-day Facilitator Training Programme prior to engaging in direct work with children.

Ongoing Training

Refresher Training: Every two years, Facilitators must attend a 2–3-hour Facilitator Refresher Training session.

Bridging Training: Facilitators who completed their initial training over three years ago and have not been active must attend a 1-day Bridging Training before re-engaging with children.

Coordinator Training Requirements

Initial Training

All Coordinators must complete a 2–3-hour Coordinator Training Programme before assuming their role.

Ongoing Training

Refresher Training: Every two years, Coordinators must attend a 2-hour Coordinator Refresher Training session.

Peer Support and Practice Review

All Facilitators and Coordinators are invited quarterly to participate in Peer Support and Practice Review Sessions.

These sessions provide opportunities to:

- Share experiences and insights.

- Access support from colleagues across the Rainbows Ireland network.
- Reflect on practice and enhance service delivery.

Trainer Development

- Rainbows Ireland Trainers will attend a 1-day Annual Trainers Event.

Trainers will be notified of Continued Professional Development (CPD) opportunities available through:

- Bereavement Networks Nationwide
- The Separation Network

Rainbows Ireland actively participates in both networks to ensure trainers remain informed and supported.

Additional Support and Guidance

- Rainbows Ireland encourages all team members to seek 1:1 support from the Head Office team as needed.
- In-person and remote meetings are welcomed by Rainbows Head Office and viewed as valuable opportunities to:
 - Learn directly from the experiences of children and young people.
 - Strengthen the quality and responsiveness of Rainbows Peer Support services.

Commitment to Quality and Child-Centred Practice

Rainbows Ireland is committed to ensuring that all Coordinators and Facilitators engage in ongoing professional development. This is essential to:

- Maintain high standards of practice.
- Respond effectively to the evolving needs of children and young people.
- Foster a culture of learning, reflection, and collaboration across the organisation.