

Svítání, z.s.

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Staffing Policy

Policy Statement Svítání, z.s. - Academy of Equine Assisted Services is committed to maintaining a highly skilled and professional team to deliver exceptional educational experiences. Our staffing policy ensures the selection of lecturers based on their expertise, ongoing professional development, and a supportive environment for all staff and contracted lecturers.

1. Lecturer Selection Policy

1.1 Objectives

- Identify and engage experienced professionals who align with the Svítání, z.s. mission and values.
- Ensure lecturers possess the relevant expertise to contribute effectively to course design and delivery.

1.2 Selection Process

1. Approaching Experts:

- Lecturers are directly approached by the Svítání, z.s. based on their qualifications, professional experience, and reputation in the field of Equine Assisted Services.

2. Collaboration Agreements:

- Selected lecturers are invited to participate in course design and delivery.
- Collaboration agreements outline roles, responsibilities, payment terms, and expectations.

1.3 Equal Opportunities The Svítání, z.s. ensures that all selections are based on merit and expertise, without discrimination based on race, ethnicity, nationality, religion, gender, sexual orientation, age, or disability.

2. Staff Development and CPD Policy

2.1 Objectives

- Support all staff, including contracted lecturers, in maintaining and enhancing their professional skills.
- Encourage participation in continuing professional development (CPD) relevant to Equine Assisted Services.

2.2 CPD Opportunities

1. Internal Training:

- Periodic online sessions are organised to share relevant best practices and updates in Equine Assisted Services.

2. External Training:

- Staff and lecturers are encouraged to attend external CPD courses, conferences, or certifications. The Svítání, z.s. may provide financial support based on available resources and relevance to the role.

3. Self-Directed Learning:

- Staff and lecturers are encouraged to pursue self-directed learning, including research, reading, and participation in professional networks.

2.3 Review and Feedback

- Regular feedback is provided to contracted lecturers and employees to support their development.
- Staff may request additional training or CPD opportunities based on their interests or identified needs.

3. Monitoring and Review

Svítání, z.s. will:

- Maintain records of lecturer participation and professional development activities.
- Review this policy annually to ensure its relevance and effectiveness.

Approval and Implementation This policy has been approved by the leadership of Svítání, z.s. and applies to all staff and contracted lecturers engaged with the organisation.

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Date Reviewed	Reviewed by	Due for review