



Euromed offers training bursary

DDN readers are invited to apply for a training place on a choice of three accredited courses, funded by Euromed. Hurry – there are three places on offer.

Euromed, a leading supplier of diagnostic tests to the substance misuse and wider healthcare fields, is offering a bursary for practitioners to complete one of three accredited training courses and to become an FDAP Accredited Drug and Alcohol Professional.

John Fritz, Euromed's Managing Director, told *Drink and Drugs News*, 'Euromed is committed to helping improve standards within the industry and is supporting a number of initiatives. This is why we have decided to launch the Training and Accreditation Bursary. We are also developing our own accredited training programme on drug testing.'

The bursary will offer financial support for one place on each of three accredited training courses: the Professional Diploma in the Management of Addiction at Stoke-on-Trent College; the Drug & Alcohol Workers Core Competencies Certificate available nationwide through Addaction, and the Clouds / Bath University Foundation Degree in Addictions Counselling.

As well as training practitioners in a range of DANOS units, these courses will provide the complementary evidence of DANOS competence required for Accreditation as a Drug and Alcohol Professional, the cost of which will also be covered by the bursary.

To find out more and to register your interest in the bursary, visit Euromed's web site at www.euromed.ltd.uk

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Striving for equality

Black and minority ethnic workers are severely under-represented in the drug and alcohol workforce, particularly in senior positions. DDN asked Federation of Black and Asian Drug and Alcohol Workers what's being done to address the situation – and to give BME workers equal opportunities to get into management.

Looking at a breakdown of the workforce population for the drug and alcohol sector reveals severe under-representation of black and minority ethnic workers particularly at the management and commissioning level within the sector.

To take a sample of the UK population, a study by the Cranfield School of Management revealed that the breakdown of managers working in the drug and alcohol sector in London was 69 per cent white, 16 per cent black and 7 per cent Asian.

The Federation of Black and Asian Drug and Alcohol Workers has been addressing this under-representation by introducing the Sixth Sense Toolkit for leadership and management training across different regions of the UK and has trained around 400 people to date. The programme covers six essential areas of management, to help BME individuals with professional development and access to future career pathways, which are DANOS compliant and tie into the NTA and DSD workforce planning strategies.

Much of the Federation's work is dedicated to promoting the business case for diversity wrapped around by a community process, which promotes interaction and feedback around policy development and service provision in the drugs and related sectors. They aim to introduce a culturally sensitive dimension into commissioning, policy and service provision – a dimension that was lacking in national drugs strategy until recent initiatives with the Home Office and NTA.

There's a long way to go, according to the Federation, and a 'paradigm shift' is needed in the way the sector responds to recruitment, retention and training needs of BME professionals and communities.

Lack of competent management support has hampered development opportunities for BME professionals, and inadequate data collection systems and ethnic monitoring have failed to deliver an accurate picture of representation in the workforce.

The Federation has long argued that the only way of bridging the gap and ensuring adequately trained staff is by actively involving BME professionals in their future development and looking at training needs in the broader context of diversity. This, in turn, needs to be embedded in a workforce development strategy, which embeds equality and diversity at a strategic and operational level.

To promote this approach, the Federation has developed the Equality Health Check, a baseline audit process around the policies and procedures of commissioned drug treatment services with respect to their compliance with the Race Relations (Amendment) Act 2000 and Government's equalities agenda. To date EHCs have been carried out in Southwark, London Area Prison Service, Derby City and Derbyshire and is soon to be completed in the Wirral.

For more information on this and the Federation, contact Patricia Lamour, Head of Consultancy. Tel: 0208 692 2525. Email: p.lamour@thefederation.org.uk