

## LEARNER RECRUITMENT POLICY

### Introduction

The role of End of Life Doula is rooted in knowledge, skills and qualities of caring for the dying which were once more familiar and evident in our society. Many of these skills have been lost as death has been moved out of the home into the 'professional' environment of the hospital or hospice.

LWDW aims to support individuals and communities to re-engage with these qualities and to update their knowledge and skills. Our Learner Recruitment Policy therefore aims to allow equality of opportunity and to be clear, supportive and fair. Therefore:

1. The programme is advertised in a range of media including websites and national journals in the areas of healthcare, interfaith and holistic medicine. The work of LWDW is also described in articles featured in such journals.
2. The work of LWDW and the programme is communicated through workshops and events such as Death Cafés and 'conversations'. LWDW has developed links with other enterprises such as funeral directors and celebrants, writers in the field of End of Life Care, NHS trusts and organisations such as Macmillan and Care for the Carers.
3. LWDW regularly reviews its publicity materials to ensure that learners are provided with enough relevant information to enable them to make an informed choice about the programme.
4. Our website is updated regularly and carries up to date information on our courses.
5. Our brochures are distributed widely in the locality and there are plans to extend this.
6. LWDW has a presence in social media through Facebook and Twitter.
7. All enquiries are responded to with consideration for the prospective learner; listening to their needs, queries and concerns and responding with clear information and empathy.
8. LWDW is prepared to make individual arrangements over the payment of fees to prevent financial concerns being a barrier to enrolment.

### In practice

In our course brochure we clearly state our entry requirements and the principles on which the programme is founded. We explain that the course requires a level of maturity and life experiences and will bring personal experiences of death and dying to the forefront and, because of this, might not be suitable for someone who has recently had a bereavement.

On enrolment for the Foundation we ask you to write about what has led you to the course, your thoughts and experiences around dying. For you as a learner, this acts as an introduction to reflective practice which is integral to the course, it also allows tutors to gauge your readiness and resilience to engage with the content

Learners enrol on the course by completing the enrolment form and returning it with the course fee or a deposit. Learners are then informed about our policies and where they can access them on the website, course details, such as unit descriptors, are sent out at the appropriate time for each course.

We acknowledge that in life there are always uncertainties, these may be life events, or our responses to situations. We support each learner's personal journey with this material and your personal development is at the heart of the programme. However, we do not guarantee places on the Part II or Part III courses. Progress on to these courses is dependent on completion of the relevant units and your discussions with your tutor as outlined in the section on progression in the Learner Handbook.