

## **Training Learning and Development Policy**

1. This policy is applicable to RBIs & Non-RBIs and the process by which OWL BCS meet the requirements of Section 3 of the RBCA Professional Conduct Rules. RBIs are also subject to section 3 of the RBI code of conduct.
2. RBIs and Non-RBIs are requested to formally reflect on their learning and development needs through periodic reviews completed by OWL BCS.
3. These needs are detailed within reviews submitted to OWL BCS and agreement on how to meet these training and developments needs is completed by OWL Technical Manager(s) and the staff member (RBI / Non RBI) within the periodic reviews.
4. All development needs are within the format of 'SMART' targets and upon agreed time-scales – the progress against these development needs is assessed.
5. The reviews of development and training directly support / supplement the supervisory framework – and those RBIs operating under supervision.
6. OWL BCS place the responsibility to raise gaps in knowledge / misunderstanding with the applicable staff (RBI / non RBI).