

Course	Status	Frequency	Format delivery	Level				Provider	Web link
				TM	HoD	AGM	GM		
Personal License - Alcohol Licence	Statutory	Once	Classroom			X	X	Local External provider	N/A
Licensing and Social Responsibility	Statutory	Every Year	E-Learning	X	X	X	X	The Hub (Percipio)	https://accorhub.percipio.com/
Evac Chair	Mandatory	Every Year	Classroom	X	X	X			N/A
Fire & Safety - Level II / (Night Fire safety)	Statutory	Every 3 / 6 months	E-Learning	X	X	X	X	The Hub (Percipio)	https://accorhub.percipio.com/
Fire Warden	Statutory	Annual	Classroom	Those responsible for overseeing fire safety					N/A
Fire Drill	Statutory	Every 6 months	Classroom	X	X	X	X		N/A
COSHH	Mandatory	Every 6 months	Classroom	X ¹	X	X		Johnson Diversey	N/A
Management of Food Safety	Mandatory	Every 5 years	Classroom		X	X	X	Ines	https://ines-accor.com/
Food Safety - Level II	Statutory	Every 3 years	E-Learning	X ²	X	X	X	The Hub (Percipio)	https://accorhub.percipio.com/
Knife Equipment	Statutory	Once	Classroom	X ²	X ²	X ²			N/A
Introduction to Allergens - Food allergies	Statutory	Every Year	E-Learning	X	X	X	X	The Hub (Percipio)	https://accorhub.percipio.com/
First Aid	Mandatory	Every 3 years	Classroom	X	X	X	X	Local External provider	N/A
Health & Safety Coordinator	Mandatory	Every 5 years	Classroom	Those responsible for overseeing Health Safety				Ines	https://ines-accor.com/
Management of Health & Safety	Mandatory	Once	Classroom		X	X	X	Ines	https://ines-accor.com/
PCI-DSS	Mandatory	Once	E-Learning	X ³	X	X	X	PCI-DSS platform	http://hcp.vigitrust.com/moodle/
Health & Safety - Level II	Statutory	Every 3 years	E-Learning	X	X	X	X	The Hub (Percipio)	https://accorhub.percipio.com/
ALL	Mandatory	Once	E-Learning	X	X	X	X	Ines	https://ines-accor.com/
Employment Law	Mandatory	Every 3 years	Classroom		X	X	X	Ines	https://ines-accor.com/
Diversity & Inclusion	Mandatory	Once	E-Learning	X	X	X	X	Ines	https://ines-accor.com/
Global Anti-bribery & Corruption	Mandatory	Every 3 years	E-Learning	X	X	X	X	Ines	https://ines-accor.com/
Gender-Based Violence	Mandatory	Once	E-Learning				X	Ines	https://ines-accor.com/
Brand Training	Mandatory	Once	E-Learning	X	X	X	X	Ines	https://ines-accor.com/
Performance Evaluation	Mandatory	Once	E-Learning		X	X	X	Ines	https://ines-accor.com/

School for Change (Module: UPSKILL ON NATURE)	Mandatory	Once	E-Learning				X	EdApp	https://web.edapp.com/#home
ACT - Counter Terrorism and Security	Mandatory	Once	E-Learning	X	X	X	X	Ines	https://ines-accor.com/
Intitrust E-learning *** New 2024 ***	Mandatory	Every 3 years	E-Learning	X	X	X	X	Ines	https://ines-accor.com/
ALERT	Recommended	Once	E-Learning	X	X	X	X	Ines	https://ines-accor.com/
Personal Data Protection	Mandatory	Every 3 years	E-Learning	X	X	X	X	Ines	https://ines-accor.com/
WATCH - Child protection E-Learning	Mandatory	Once	E-Learning	X	X	X	X	Ines	https://ines-accor.com/
Conflict Management	Staturory	Annual	Classroom	X	X	X	X	Ines	https://ines-accor.com/
National Pool Plant Foundation Certificate	Mandatory*	Once	Classroom	X	X	X	X	STA Excel	https://www.sta.co.uk/qualifications/responder-staper/
Pool Responder	Mandatory*	Every 2 years	Classroom	Those nominated as responder				STA Excel	https://www.sta.co.uk/qualifications/responder-staper/
National Pool Plant Operator Certificate	Mandatory*	Once	Classroom	X	X	X	X	STA Excel	https://www.sta.co.uk/qualifications/responder-staper/

Legend
TM = TEAM MEMBERS
HOD = HEAD OF DEPARTMENT
AGM = ASSISTANT MANAGER
GM = GENERAL MANAGER
X ¹ = to any talent in contact with chemicals
X ² = to any talent in contact with Food & Beverage
X ³ = to any talent in contact with credit cards
Mandatory* = hotels with swimmingpool only