



Foster Care Training and Development Guide

2024



A message from the Head of Fostering

Welcome to this guide which contains all the details of the training and development opportunities available to Foster Carers. We will keep you informed about new training opportunities throughout the year.

We are committed to continuing to develop our courses so we can present you with the best training available. We will continually assess our courses to ensure they meet your changing needs. All courses are reviewed annually and content changed to reflect carers learning needs, legislation changes or changes within children's services.

Our continuing aim is to provide you with professional training and development opportunities to support you with the children and young people you look after, whatever type of foster care you are offering we will support you in your role.



Natalie Merriman



Emma Emery

Introducing Emma

Our fostering training co-ordinator. Emma will be your main contact for all training enquires, if you need to get in touch with her please email emma.emery@fairways.co

Start your journey...

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Induction

After the Agency Decision Maker (ADM) approves you as a Foster Carer, but before you have a child placed in your home, you will be asked to complete the following training courses:

Safeguarding

Providing an in-depth look at child abuse and neglect, this 3 hour face to face course will provide carers with the knowledge to enable you to keep children and young people safe.

Delivery Face to Face/ Online **Duration** Half day **Refresher** Every 2 years

Administration of Medication

Covering all aspects of administration, handling and recording of medicines. This 3 hour face to face course will ensure you have an understanding of the issues with medicines and how you can administer effectively. It will ensure you know what to look out for and when and how to voice any concerns regarding medicines or any changes to a young person's wellbeing.

Delivery Face to Face/ Online **Duration** 3 hours **Refresher** Every 2 years

Radicalisation and Extremism

The radicalisation course aims to provide an understanding of what causes people to be vulnerable to radicalisation or influenced by extremism, provide some skills to help recognise those potentially vulnerable to radicalisation, and information on what to do if concerned about individuals.

Delivery Face to Face/ Online **Duration** 3 hours **Refresher** Every 2 years

Health & Safety & Fire

Providing an overview of the health and safety hazards, risks and conditions within your home. This 5 hour face to face course will provide practical knowledge and information of the health and safety needs within the home environment.

Delivery Face to Face and Online **Duration** Half day **Refresher** Every 2 years

De-escalation

Providing an overview of the health and safety hazards, risks and conditions within your home. This 5 hour face to face course will provide practical knowledge and information of the health and safety needs within the home environment.

Delivery Video and Quiz online **Duration** 1 hour

Training, Support and Development Standards (TSD Standard)

You will need to complete your TSD Standard within the first 12 months. This is a statutory requirement for Foster Carers. You will be provided with an online login in order for you to complete this and supported throughout the process by your Supervising Social Worker.

Core Training

During the first 6 months, you will need to complete the below training courses:

First Aid

The Highfield Level 3 Emergency First Aid at Work (EFAW) qualification enables carers to give emergency first aid to a child who is injured or becomes ill. This 7.5 hour face to face course covers a range of CPR, first aid and general medical skills and gives you practical advice on administering first aid, storing medication and what to do in an emergency.

Delivery Face to Face/ Online **Duration** Half day **Refresher** Every 3 years

General Data Protection Regulation (GDPR)

The General Data Protection Regulation (GDPR) course outlines our regulatory requirement on data protection laws. While the UK is no longer an EU member state, UK data protection laws still apply. This course explains what is covered under data protection law and how this should be applied when working with children and young people, providing example case studies of GDPR breaches and how to address them

Delivery Video and Quiz online **Duration** 1 hours **Refresher** Every year

Record Keeping

Recording and writing reports is an essential part of the role of a Foster Carer. This 2 hour face to face course will provide an understanding of the function and purpose of recording, providing guidelines of how to record precisely, accurately and factually.

Delivery Face to Face/ Online **Duration** Half day **Refresher** Every 2 years

Safer Caring

Carers need to be smart when it comes to managing risk, this 2 hour face to face course will enable carers to understand the nature of risk and to develop knowledge and confidence to assess and manage the risk from harm.

Delivery Face to Face/ Online **Duration** Half day **Refresher** Every 2 years

Manual Handling

The manual handling course covers the importance of correct manual handling and technique. This course raises awareness of the dangers associated with manual handling and the practical steps that can be taken to minimise and control the risks that it presents.

Delivery Online **Duration** 1 hour

Core Plus Training

Within your first 12 months of fostering, you will need to complete the following training courses:

Allegations

Consider the legislative framework and best practice around allegations and monitoring standards of care. This training course will also develop understanding of the investigation process, and focus on preventative measures in reducing allegations and standards of care concerns and complaints.

Delivery Face to Face/ Online **Duration** 3.5 hours **Refresher** One-off

CEOP - Child Exploitation On-line Protection

Committed to tackling child exploitation and abuse of children both online and offline. This 3 hour 'ThinkUKnow' face to face course endorsed by the National Crime Agency is delivered by trained CEOP ambassadors and provides an introduction to CEOP, online sexual abuse, multi-disciplinary approach and child centred approach.

Delivery Face to Face/ Online **Duration** 3 hours **Refresher** Every 2 years

Child Sexual Exploitation (CSE)

Seen and Heard is a 60 minute online learning module, built around the real experiences and stories of young people, told in their own words.

Delivery Face to Face/ Online **Duration** 1 hour **Refresher** One-off

FGM

During this 2 hour online course you will recognise why cultural awareness is important and identify how and why cultural traditions can result in the abuse of children, you will also recognise the effects that cultural rituals such as FGM have on children.

Delivery Face to Face/ Online **Duration** 2 hours **Refresher** Every 2 years

Food Hygiene

Containing essential information on all aspects of food hygiene, this 2 hour online courses will help carers understand the importance of correct food handling and storage, personal hygiene, preventative measures and effective controls and procedure.

Delivery Face to Face/ Online **Duration** 2 hours **Refresher** One-off

NVR / Breakaway

NVR is an alternative approach to responding to challenging and violent behaviour that moves away from more traditional approaches such as rewards and punishments. Breakaway manages proximity using body-language 'barrier signals' for protection and breakaway and providing practical skills for managing aggressive situations effectively..

Delivery Face to Face/ Online **Duration** 3 hours (each) **Refresher** Every 2 years

Core Plus Training Continued

Foundations in attachment

Therapeutic working is key when working with a child who has undergone significant trauma or neglect. This is currently run as an 11 week course, aimed at providing the knowledge and skills to establish what therapeutic care means and outlines how you can develop a therapeutic relationship.

Delivery Face to Face/ Online **Duration** Half day (x11) **Refresher** One-off

RiISE

RiISE theory modules explore the root causes for the behaviours of concern or challenging behaviour that staff and foster carers may be presented with from the young people that we are supporting. Focusing on the root causes of behaviour mean that we are more able to understand how to address the real cause of the emotional distress of the young person and therefore effectiveness of de-escalation is increased. The theory element sits mainly in discovering the impact of disrupted attachment experiences, developmental trauma and how parts of the brain communicate when threat is detected, if adverse experiences have been experienced during a person's earliest years. This includes looking at how a young person may be affected in the following 7 areas of development: attachment, dissociation, biology, affect regulation, behaviour regulation, self-identity, esteem, and cognition.

Delivery Face to Face/ Online **Duration** 20 hours over 4 days **Refresher** Annual

Equality and Diversity

Appreciating the varied backgrounds that young people originate from and managing diversity and promote equality is essential as a carer. This online course covers the need to respect and promote each child and young person's unique personality and social background, including aspects of discrimination.

Delivery Face to Face/ Online **Duration** 2 hours **Refresher** Every 2 years

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Delivery Face to Face/ Online **Duration** 3 hours (each) **Refresher** Every 2 years

PACE

Based on an approach developed by Dr Dan Hughes who specialises in the treatment of children and young people who have experienced abuse and neglect. This 3 hour face to face course is an evidence based approach for working with children with attachment difficulties. PACE is a way of thinking, feeling, communication and behaving that aims to make the child feel safe.

Delivery Face to Face **Duration** **Refresher**

Core Plus Training Continued

Self Harm

Deliberate non-suicidal self-injury is the intentional cause of harm to one's own body. This 5 hour face to face course equip carers with an understanding of what self-harm is, the different types of self-harm and its prevalence. It provides an overview of the factors and triggers associated with self-harm.

Delivery Online

Duration

Refresher

Substance Misuse

The substance misuse course is designed for Foster Carers who wish to gain an awareness of drug and alcohol misuse in young people, together with the risks and effects associated with misuse, the law and prevention measures.

Delivery Online

Duration

Refresher

Neurodiversity

The Neurodiversity course defines and describes neurodiversity, provides a better understanding of what neurodiversity is and explores the effect it can have on children and young people, gaining an understanding of the needs, barriers and strengths of neurodiverse individuals acquiring increased awareness of communication, and sensory needs

Delivery

Duration

Refresher

County Lines

The term "county lines" is becoming more widely recognised and is used to describe situations where young people may be internally trafficked for the purpose of criminal exploitation. Within this course you will explore what County Lines are and how they operate, as well as the signs associated with them. You will learn how to identify and safeguard those at risk of being exploited and how to support individuals that have been affected. You will also learn how to respond to County Lines, including concerns and disclosures, as well as the importance of early intervention and prevention.

Delivery

Duration

Refresher

Role Enhancing Training

Additional training courses on offer from Fair Ways in order to help you develop your skills. (Once all Core and Core Plus training is completed, you will need to complete an additional 3 training courses per year).

Emotional Resilience

This 4 hour course exploring what emotions are and what past experiences and environmental factors affect our resilience. It breaks down emotional intelligence and how we can work to increase this in specific areas and looks at basic neuroscience and increasing more adaptive coping mechanisms.

Endings and Transitions

Managing endings and transitions effectively are key to ensuring positive outcomes for all. This 2 hour face to face course provides an insight into why transitions can be difficult for both children and carers, it provides knowledge of how to manage your own feelings of loss and grief and successfully help their child move on.

Mental Health Awareness

Examining what mental health is, this 3 hour face to face course will define mental health and provide an understanding of the experiences of looked-after-children and explore some of the possible reasons for mental health issues.

Restorative Justice

Providing an overview of the principles of restorative and acknowledging the complexities of a sensitive approach. This 1 day course provides an understanding of how to apply restorative approaches in a variety of settings.

Working with People with Learning Difficulties

Having a learning difficulty means that people find it harder to learn certain skills. This 3 hour face to face course identifies how specific learning difficulties can affect children in different ways. It provides an understanding of the importance of early diagnosis and identifies various specific learning difficulties.

Working with Birth Families

Providing a clearer understanding and supporting knowledge of the emotion we all attach to our families. This 2 hour face to face course promotes positive interactions between children and their families and outlines how carers can develop skills in achieving positive outcomes during contact.

The above courses are an example of role enhancing courses available to you. Your Supervising Social Worker will work closely with you to identity a bespoke training pathway. Your training is reviewed annually and at the point of any placement offer.

e-Learning

Fair Ways Fostering department has commissioned the Foster Care Training Hub to provide a range of online competencies for all Foster Carers which will enable flexible learning opportunities. Many of our carers have fed back that they appreciate the opportunity to complete training from home at a convenient time. The Foster Care Training Hub is the UK's largest hub of resources, created specifically for the Foster Care sector. They offer a large range of interactive online training which is CPD accredited, meeting compliance needs and covering The Fostering Services (England) Regulations 2011.

These courses are designed to empower carers with the knowledge and skills to work effectively with the children in their care. The mandatory courses cover a range of competencies such as:

- Equality and Diversity
- Fire Safety
- First Aid
- Food Safety and Hygiene
- General Data Protection Regulation
- Health and Nutrition
- Health and Safety
- Infection Control
- Manual Handling
- Medication
- Radicalisation and Extremism
- Recording and Reporting
- Risk Management and Safer Caring
- Safeguarding Adults
- Safeguarding Children

A range of specialist online courses are also available for carers to access for more complex training needs.

Link to the website is: <https://www.thefostercaretraininghub.co.uk/>

Additional Support

Additional support is on offer from Fair Ways Fostering, in order to help you develop your skills and provide the best care possible.

Booking Training

You can discuss all training and CPD opportunities with your Supervising Social Worker who will happily assist you in booking you in for training that you need to / would like to attend. You are also able to contact Emma on emma.emery@fairways.co

Foster Care Surgery

This is overseen by the Therapeutic Hub team and offers space for carers to come and gain access to clinical support and advice. The sessions cover a number of queries and situations, including ideas for understanding and responding to behaviour, being a place to let off steam, or in validating the care that is already taking place. The Hub team also have capacity to refer on to other services, including CAMHS and family therapy.

Support Groups

Regular support groups will be offered throughout the year. These will usually be overseen by a member of the fostering team and on some occasions, a representative from the Therapeutic Hub may attend.

The sessions provide an opportunity to talk about fostering related matters with our carers where experiences, knowledge and expertise can be shared. Previous topics include emotional resilience, school transitions and showing remorse.

Workshops

These sessions will be specifically tailored to any themes or trends in the fostering department and will provide further learning and support. The sessions are usually carer led by a Supervising Social Worker and occasionally have been offered by Foster Carer or our young people who have specialist knowledge of the subject matter. The workshops are 'needs led' and can be offered throughout the year.

If there is something you feel passionate about and would like to share, then please do get in touch with your Supervising Social Worker.

