

Foster Care Learning and Development Programme 2019 - 2020



Owner: Business and Professional Development Team

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1. FOREWORD

Dear Foster Carer,

We are very pleased to be sending you the new training programme which covers the period of 1 April 2019 to 30 March 2020. The London Borough of Sutton very much recognises that you all play a crucial role in the lives of our children and young people. Whether you are newly approved or an experienced carer, the role you play in children's lives truly make a difference for children in care who come from very different backgrounds.

The training opportunities within this programme are intended to meet your learning needs as directed by the Fostering Regulations 2011 and the training, support and development standards (TSD). The appendix at the end sets out the TSD requirements for your particular role more clearly.

This year we have extended the e-learning offer to help meet your learning needs. The programme provide details of how to register for e-learning for the first time, and once registered you will have easy access to full e-learning programme. A certificate will be issued once a module has been completed to add to your portfolio of learning.

The classroom based training courses are designed to be interactive and will allow you to share experiences with other foster carers to optimise learning, and some courses also engage social workers. You will find that we offer training during weekdays as well as Saturdays, and we would encourage you to attend the regular Foster Care forums to support your learning and development.

The child safeguarding courses are included in the programme to support you in the important work to keep children safe whilst in your care. You are required to refresh your safeguarding knowledge and learn about new requirements every third year.

The 'at a glance' monthly overview is there to help you book onto training when it is most convenient for you to attend, and the specifications at the end provide more details about each course.

We hope you will find that the training programme meets all your training needs and that you will take full advantage of the learning opportunities on offer. If you have any comments or suggestions, please discuss your requirements with your Supervising Social Worker and you can also make contact with the Business and Professional Development Team by emailing: childrenstraining@sutton.gov.uk

With my best wishes for the training year ahead.

Camilla Webster

Manager of the Business and Professional Development Team

2. INTRODUCTION

The programme provides the full course programme for foster carers from 1 April 2019 to 31 March 2020. You will also find details on how to book onto training, and the help on offer if you need advice or support. The courses are organised in four parts, covering the core training offer for your foster care role, the foster care forum dates to put in your diary, the safeguarding training courses provided by Sutton Local Safeguarding Children Board (LSCB) and the e-learning modules that are available to you as part of the foster care training offer. We hope this full range of mixed learning options will help you in your role as foster carer to provide high quality care to children and young people.

The training specifications provide all the details you need to help decide which training most meet your learning needs. For LSCB courses, the full specifications are available on the booking system.

All learning events are held in the Civic Offices in Sutton and once you have booked on you will be notified of any changes to the event.

New training opportunities and foster care forum topics are added during the year and you will receive regular emails with updates on the programme. We would also advise you to check the course programme on the on-line booking system to keep up with any new courses and events that are added during the year.

3. HOW TO BOOK ONTO TRAINING

To book training please use the following link to access the online booking system: <https://suttontraining.event-booking.org>

You will require an account to book training. If you have any difficulties creating an account or logging in please contact the team via email:

Email: childrenstraining@sutton.gov.uk

The team aims to respond to all enquiries within 48 hours.

For any urgent enquiries please contact:

Learning and Development Advisor contacts	Telephone
Foster Carer Training	0208 770 4480

ONLINE BOOKING INSTRUCTIONS

STEP 1 – Accessing the online booking system

Copy and paste this internet link suttontraining.event-booking.org into your browser window or use the google search engine.

STEP 2 - Registering

If you already have registered for an account	If you are registering for the first time
Click "Login" (top right side of the screen)	Click "register" (top right side of the screen) and you will be prompted to enter personal details and your email address on the registration form.
Enter your Username and Password to access your account.	To create a user name: <ul style="list-style-type: none"> • Enter your work email address • Create a password unique to your account <i>Write down your registration details in a safe place</i>
	Check your email inbox for a link sent to you automatically. <i>Click link to activate the account and consent to the terms and conditions.</i>
	You are now ready to book your place.
STEP 3 – Making the booking	
1.	Sign into your account
2.	From the toolbar, select 'Events'
3.	On the right hand side, select the 'Category' type (Children's or Adults Safeguarding, Fostering, Health and Social Care or LBS Council - People).
4.	You will now see a selection of courses in the chosen category. Select 'More Information & Booking' to view details of your course of interest.
5.	You will be directed to a new page with full event details. On the right hand side, you will see a box showing future occurrences of this course.
6.	To book onto the course, scroll down the page, agree to the Terms and Conditions and click 'Book now'.
7.	If there is a pre-booking evaluation then you are required to fill this out before booking onto the event. This will appear automatically upon pressing 'Book Now' as above.
8.	Upon booking, you will receive a confirmation email as well as a reminder email 7 working days before the event and another reminder 3 working days before the event.
9.	If you can no longer attend the event after booking on, please go to 'Your History & Bookings' at the top of the home page and select the 'cancel' option alongside the relevant event in the 'Active Bookings' table. As per the terms and conditions all cancellations must be made at least 2 working days in advance of any course.
10.	If you have any difficulties, please contact childrenstraining@sutton.gov.uk

E-Learning Booking Instructions

Step 1 – Accessing the e-learning system

We would advise you to copy and paste this internet link <http://suttonscb.virtual-college.co.uk/> into your browser window or use the google search engine. E-learning can also be accessed from our online booking site <https://suttontraining.event-booking.org>

Step 2 – Choose partnership area

Click London Borough of Sutton Staff if you are employed by the Council.



Click External Organisations if you are a Private, Voluntary or Independent Provider (PVI), or an individual or carer.

All PVI providers are able to access the Safeguarding Boards e-learning modules for free.



Step 3 - Registering

If you already have an account

If you already have a user name and password, please click the following Login button to log in or to request a password reminder.



If you are registering for the first time

If you haven't got an account then registration is simple, just click the following Register button and follow the step-by-step guide.



Enter your Username and Password to access your account.

1. Choose your sub-department from the dropdown menu.
2. If your 1st sub-department has another dropdown menu, please choose from these. If not, please click the Register button to the right.
3. Enter your first name, surname, organisation name, and the best email to contact you at.
4. Click Register at the bottom of the page.
5. You should then receive an email shortly with your login details.

Check your email inbox for a link sent to you automatically. Click link to activate the account.
Write down your registration details in a safe place

You are now ready to book your place.

Step 4 – Booking a Course

Once you have self-registered, you will be able to select a course module from the drop down menu and the details are available on your individual learning record.

Please only request ONE of the modules to fully complete before registering for further courses.

Sutton Council is charged for each module whether completed or not and we reserve the right to charge £30 for modules that are not completed.

Help and Support

Please be aware that course requests will only be authorised during standard working hours. For learning support enquiries please contact Virtual College directly on 01943 885095. For any password issues or other support, contact childrenstraining@sutton.gov.uk or 020 8770 4480

4. Foster Care Learning and Development Programme

Core Training Programme 2019-20		
	Name of course	Page
1.	Allegations and Complaints	14
2.	Attachment and Resilience (FC & SW¹)	15
3.	Child Development Training (FC & SW)	16
4.	De-escalation Skills	17
5.	Difficult Teens and Challenging Behaviour (Age 9+) (FC & SW)	18
6.	Emergency Paediatric First Aid	19
7.	Equality, Diversity & Identity (FC & SW)	20
8.	Life Story Training (FC & SW)	21
9.	Managing Children's Challenging Behaviour (0-9 years) (FC & SW)	22
10.	Managing Sexualised Behaviour (FC & SW)	23
11.	Record Keeping and Communication Effectively	24
12.	Safer Caring - minimising the risk of allegations	25
13.	Transitions and endings	26

¹ (FC & SW) denotes that Foster Carers and Social Workers are able to attend these courses.

Foster Care Forums 2019-20

Date	Time	Venue	Topic
Wednesday 16 th May 2019	19.00-21:00	Civic Offices, G2	Contact – How to Prepare and Manage for Contact Sessions
Thursday 20 th June 2019	19:00-21:00	Civic Offices, G2	Communication – Speech & Language
Thursday 18 th July 2019	19:00-21:00	Civic Offices, G2	Managing Sleep
Wednesday 19 th September 2019	19:00-21:00	Civic Offices, G2	TBC
Tuesday 9 th October 2019	19:00-21:00	Civic Offices, G2	TBC
Thursday 15 th November 2019	19:00-21:00	Civic Offices, G2	TBC
Wednesday 16 th January 2020	19:00-21:00	Civic Offices, G2	TBC
Thursday 21 st February 2020	19:00-21:00	Civic Offices, G2	TBC
Tuesday 12 th March 2020	19:00-21:00	Civic Offices, G2	TBC

Forum Topics

We would welcome any ideas you have for topics for your future forums. If you do have any ideas which you feel would benefit yourself and other carers please email us at childrenstraining@sutton.gov.uk and we will be in contact with you to discuss this further.

5. Safeguarding Children courses

The Local Safeguarding Children Board provides the following courses in the table below which are suitable for foster carers and are attended by staff and volunteers in children's social care and partner agencies in the London Borough of Sutton. The full details of each course can be found on the online booking system.

LSCB Child Safeguarding Courses (in monthly overview)
Attachment, Resilience and Effective Engagement
Awareness of Child Sex Abusers –Recognising Signs, Patterns and Behaviours
Child Protection Awareness
Child Protection Refresher
Child Sexual Exploitation and Missing Awareness (1/2 day)
Controlling and Coercive Behaviour in an intimate or family relationship (LSCB + SSAB)
Domestic Abuse Awareness
Domestic Abuse: Impact on Children and Young People
Female Genital Mutilation (FGM)
Forced Marriage and Honour Based Violence
Gangs and Criminal exploitation (County lines)
Harmful Sexual Behaviour – Effective Responses and Management
Introduction to Restorative Practice
Learning from Serious Case Reviews
Managing Conversations to Prevent Suicide
Multi-agency Perinatal and Infant Mental Health (PIMH) Half Day Awareness Training (half day)
Neglect and An Introduction to Assessment Tools
Online Safety workshop
PREVENT (WRAP) Awareness Training: Safeguarding Against Radicalisation and Extremism
Safeguarding Children with Disabilities (TBC)
Self-Harm Management (Half Day)
Trauma Informed Practice
Substance Misuse and Young People
Working with Hostile and Resistant Families
Virtual College E-learning modules
An Introduction to FGM, Forced Marriage, Spirit Possession and Honour Based Violence

An Introduction to Safeguarding Children
An Introduction to the Autism Spectrum
Awareness of Child Abuse and Neglect – Foundation
Awareness of Domestic Violence and Abuse
Basic Awareness of the Sexual Exploitation of Children and Adults
Safeguarding Children from Abuse by Sexual Exploitation
Safeguarding Children Refresher
Self-Harm and Suicidal Thoughts in Children and Young People
Trafficking, Exploitation and Modern Slavery

Monthly Overview 2019-20			
APRIL 2019			
Course Title	Date	Time	Venue
LSCB: Gangs and County lines	11/04/2019	09:30 – 16:30	Civic Offices, G5
LSCB: Introduction to Restorative Practice	29/04/2019	09:30 – 16:30	Civic Offices, G3
MAY 2019			
Course Title	Date	Time	Venue
LSCB: Child Protection Awareness	10/05/2019	09:30 – 16:30	Civic Offices, G1b
Foster Care Forum: How to Prepare and Manage for Contact Sessions	16/05/2019	19:00 – 21:00	Civic Offices, G2
Trauma Informed Practice	23/05/2019	09:30 – 16:30	Civic Offices, G3
Allegations & Complaints	30/05/2019	09:45 – 13:15	Civic Offices, G3
JUNE 2019			
Course Title	Date	Time	Venue
Multi-agency Perinatal and Infant Mental Health (PIMH) Half Day Awareness	04/06/2019	13:00 – 16:30	Civic Offices, G3
LSCB: Attachment, Resilience and Effective Engagement	13/06/2019	09:30 – 16:30	Civic Offices, G3
LSCB: Female Genital Mutilation (FGM)	20/06/2019	09:30 – 12:30	Civic Offices, G2

Foster Care Forum: Communication – Speech & Language	20/06/2018	19:00 – 21:00	Civic Offices, G2
Emergency First Aid	22/06/2019	09:30 – 16:30	Civic Offices, G2
Record Keeping & Communication	27/06/2019	09:45 – 13:15	Trinity Church, Sutton
JULY 2019			
Course Title	Date	Time	Venue
LSCB: Child Sexual Exploitation and Missing Awareness (1/2 day)	02/07/2019	09:30 – 12:30	Civic Offices, G1b
Attachment and resilience (FC & SW)	03/07/2019	09:30 – 12:30	Civic Offices, G2
LSCB: Child Protection Refresher	05/07/2019	09:30 – 12:00	Civic Offices, G1b
LSCB: Neglect and an Introduction to Assessment tools	08/07/2019	09:30 – 16:30	Civic Offices, G1b
Foster Care Forum: Managing Sleep	18/07/2019	19:00 – 21:00	Civic Offices, G2
Harmful Sexual Behaviour – Effective Responses and Management	19/07/2019	09:30 – 16:30	Civic Offices, G5
Difficult Teens and Challenging Behaviour (FC & SW)	30/07/2019	09:45 – 13:15	Civic Offices, G3
SEPTEMBER 2019			
Course Title	Date	Time	Venue
LSCB: Substance Misuse and Young People	05/09/2019	09:30 – 16:30	Civic Offices, G3
LSCB: Introduction to Restorative Practice	09/09/2019	09:30 – 16:30	Civic Offices, G5
Child Development for Foster Carers	10/09/2019	09:30 – 12:30	Civic Offices, G3
LSCB: Gangs and County lines	10/09/2019	09:30 – 16:30	Civic Offices, G2
Managing Conversations to Prevent Suicide	11/09/2019	09:30 – 16:30	Civic Offices, G1b
LSCB: Domestic Abuse - Impact on Children and Young People	18/09/2019	09:30 – 16:30	Civic Offices, G2
LSCB: PREVENT Awareness	24/09/2019	10:00 – 12:00	Civic Offices, G3
Multi-agency Perinatal and Infant Mental Health (PIMH) Half Day Awareness Training	24/09/2019	09:30 – 12:30	Salvation Army
OCTOBER 2019			
Course Title	Date	Time	Venue
Trauma Informed Practice	01/10/2019	09:30 – 16:30	Civic Offices, G3

LSCB: Child Protection Refresher	04/10/2019	09:30 – 12:30	Civic Offices, G1b
LSCB: Working with Hostile and Resistant Families	07/10/2019	09:30 – 16:30	Civic Offices, G2
Managing Children's Challenging Behaviour (FC & SW)	08/10/2019	09:45 – 13:15	Civic Offices, G2
Awareness of Child Sex Abusers – Recognising Signs, Patterns and Behaviours	09/10/2019	09:30 – 16:30	Civic Offices, G1b
Emergency Paediatric First Aid	12/10/2019	09:30 – 16:30	Civic Offices, G2
Harmful Sexual Behaviour – Effective Responses and Management	14/10/2019	09:30 – 16:30	Civic Offices, G1b
LSCB: Forced Marriage/Honour Based Violence (LSCB & SSAB)	15/10/2019	09:30 – 12:30	Civic Offices, G3
LSCB: Safeguarding Disabled Children and Young People	16/10/2019	09:30 – 16:30	Civic Offices, G3
NOVEMBER 2019			
Course Title	Date	Time	Venue
LSCB: Neglect and an Introduction to Assessment tools	01/11//2019	09:30 – 16:30	Civic Offices, G3
Equality, Diversity & Identity (FC & SW)	11/11/2019	13:00 – 16:30	Civic Offices, G3
Life Story (FC & SW)	12/11/2019	09:30 – 16:30	Civic Offices, G2
Safer Caring – Minimising the Risk of Allegations	13/11/2019	09:30 – 12:30	Civic Offices, G1a
LSCB: Female Genital Mutilation (FGM)	14/11/2019	09:30 – 12:30	Civic Offices, G2
LSCB: Child Protection Awareness	18/11/2019	09:30 – 16:30	Civic Offices, G1b
LSCB: Child Sexual Exploitation and Missing Awareness (1/2 day)	26/11/2019	09:30 – 12:30	Civic Offices, G3
DECEMBER 2019			
Course Title	Date	Time	Venue
Managing Sexualised Behaviour (FC & SW)	03/12/2019	09:45 – 13:15	Civic Offices, G3
JANUARY 2020			
Course Title	Date	Time	Venue
LSCB: Trauma Informed Practice	14/01/2020	09:30 – 16:30	Civic Offices, G2
LSCB: Managing Conversations to Prevent Suicide	16/01/2020	09:30 – 16:30	Civic Offices, G3
LSCB: Working with Hostile and Resistant Families	24/01/2020	09:30 – 16:30	Civic Offices, G5
De-escalation Skills	28/01/2020	09:45 – 13:15	Civic Offices, G3

LSCB: Gangs and County lines	30/01/2020	09:30 – 16:30	Civic Offices, G3
FEBRUARY 2020			
Course Title	Date	Time	Venue
LSCB: Child Protection Refresher	03/02/2020	09:30 – 12:30	Civic Offices, G5
LSCB: Domestic Abuse - Impact on Children and Young People	04/02/2020	09:30 – 16:30	Civic Offices, G3
Attachment and Resilience (FC & SW)	12/02/2020	09:30 – 12:30	Civic Offices, G1b
Multi-agency Perinatal and Infant Mental Health (PIMH) Half Day Awareness Training (half day)	25/02/2020	09:30 – 12:30	Civic Offices, G3
LSCB: Substance Misuse and Young People	26/02/2020	09:30 – 16:30	Civic Offices, G3
Transitions and Endings	27/02/2020	09:45 – 13:15	Civic Offices G2
MARCH 2020			
Course Title	Date	Time	Venue
LSCB: Trauma Informed Practice	05/03/2020	09:30 – 16:30	Civic Offices, G3
LSCB: Child Protection Awareness	06/03/2020	09:30 – 16:30	Civic Offices G5
Life Story (FC & SW)	10/03/2020	09:30 – 16:30	Civic Offices, G3
LSCB: PREVENT Awareness	12/03/2020	10:00 – 12:00	Civic Offices, G2
LSCB: Neglect and an Introduction to Assessment tools	13/03/2020	09:30 – 16:30	Civic Offices, G1b
Controlling and Coercive Behaviour in an intimate or family relationship (LSCB + SSAB)	18/03/2020	09:30 – 16:30	Civic Offices, G3
Awareness of Child Sex Abusers – Recognising Signs, Patterns and Behaviours	19/03/2020	09:30 – 16:30	Civic Offices, G3

6. Course Specifications

Fostering Course Specification
1. Allegations and Complaints
Target Group
All Foster Carers
Learning Overview
<p>This course considers the complexities associated with allegations and complaints against foster carers and explores the knowledge and skills required to balance support for foster families with the questioning and analysis required of an investigation.</p> <p>The course content has been developed with reference to the latest research, legislation, standards and good practice. The delivery of knowledge and skills is designed to take account of a wide range of different learning styles.</p>
Learning Outcomes
<p>At the end of this course participants will be able to:</p> <ul style="list-style-type: none">• Understand the legislative and regulatory framework for managing complaints and allegations about foster carers' practice / standards of care• Identify the risks and vulnerabilities in foster placements• Understand the impact of allegations and investigations on foster carers and know what support and information foster carers should have from the fostering service• Describe the process for managing allegations against foster carers• Understand the cycle of secondary stress and identify ways of minimising risks in foster care.
Date
Thursday 30 th May 2019, 9:45- 13:15, G3
Venue
Sutton Civic Offices St Nicholas Way, Sutton, SM1 1EA
Trainer
Family Action

Fostering Course Specification

2. Attachment and Resilience (FC & SW)

Target Group

All Foster Carers, LBS Social Workers and others with similar roles in children's services.

Learning Overview

By attending this course, you will gain an understanding of the importance of attachment to the children and young people you care for and how you as foster carers can contribute in practical ways to helping them when attachment has been damaged.

Learning Outcomes

This course will provide carers with:

- An understanding of what attachment is and how neglect and abuse can impact on its healthy development
- How the disrupted development of attachment can impact and affect how children and young people behave and feel?
- An understanding of the emotional brain – and how disruptions in attachment, and more generally neglect and abuse, affect its development
- Connections between disrupted attachment and trauma, loss and anger in children and young people
- Using understanding of attachment disruption in our behaviour management approaches
- An understanding of the importance of play and other forms of positive activities relating in the repair of disrupted attachment.
- Tools and techniques to build resilience in children and young people

Date

Wednesday 3rd July 2019, 09:30-12:30, G2
Wednesday 12th February 2020, 9:00-12:00 G1b

Venue

Sutton Civic Offices St Nicholas Way, Sutton, SM1 1EA

Trainer

Care Quality Training

Fostering Course Specification

3. Child Development Training

Target Group

All Foster Carers and LBS Social Workers in Children's services, although priority will be given to Foster Carers.

Learning Overview

This course explores the physical, emotional, social and cognitive development of children and young people who are Looked After and how they may be affected by their experiences of neglect and abuse. It provides practical examples of how foster carers can support a child's development to improve their outcomes as they grow and develop.

Learning Outcomes

At the end of this course you will be able to:

- Understand how children and young people's development can be affected by events in their lives, including brain development when a child has been exposed to neglect and abuse.
- Be able to recognise what 'normal' development can be expected and how to recognise development which is unusual, including disabled children and related groups of children.
- To understand loss and separation and the effect on healthy child development.
- Be able to develop positive strategies to help meet the needs of children whose development has been affected.
- Identify sources of help and support in caring for children and young people whose development has been affected.

Date

Tuesday 10th September 2019, 0:9-12:30, G3

Venue

Sutton Civic Offices St Nicholas Way, Sutton, SM1 1EA

Trainer

Care Quality Training

Fostering Course Specification

4. De-escalation Skills

Target Group

All Foster Carers

Learning Overview

This course is designed to provide foster cares with de-escalation strategies to positively challenge behaviour that is harmful to the child and those who are affected.

Learning Outcomes

At the end of this course you will have:

- Considered the skills and strategies needed in diffusing difficult situations before they escalate and providing techniques to positively manage challenging behaviours.
- Examined how body language can impact on behaviour and how to adapt new approaches to de-escalate issues.
- Explored the use of positive communication in managing behaviour
- Developed knowledge about the theories that underpin de-escalation strategies
- Explored how to protect yourself, the child/young person or other members of your household or public.

Date

Tuesday 28th January 2020, 9:45-13:15, G3

Venue

Sutton Civic Offices St Nicholas Way, Sutton, SM1 1EA

Trainer

CALM Training

Fostering Course Specification

5. Difficult Teens and Challenging Behaviour (Age 9+) (FC & SW)

Target Group

Foster carers caring for children who are over 9 years of age and LBS Social Workers and similar roles in children's social care.

Learning Overview

This course focuses on helping foster carers develop skills and techniques for managing challenging behaviour in children aged 9 years and above. It covers aspects of behaviour that relates specifically to looked after children who have experienced parental rejection, neglect, abuse, domestic violence and trauma.

Learning Outcomes

At the end of this course participants will have:

- Explored the meaning behind a child's difficult and challenging behaviour;
- Increased their understanding of why a young person exhibits challenging behaviour;
- Explored different scenarios to consider the most effective way to respond to the broad spectrum of behaviour, including disabled children;
- Improved range of strategies for promoting positive behaviour in the child/young person;
- Developed skills in active listening to help the young person to understand their own behaviour;
- Explored practical strategies to help the child improve their behaviour and ways to develop a young person's positive self-esteem.

Date

Tuesday 30th July 2019 (9:45-13:15), G3

Venue

Sutton Civic Offices St Nicholas Way, Sutton, SM1 1EA

Trainer

CALM Training

Fostering Course Specification

6. Emergency Paediatric First Aid

Target Group

Foster Carers, Special Guardians and Adoptive Parents

Learning Overview

The Paediatric First Aid training course is designed for those responsible for looking after babies and children. By the end of the course you will be able to manage ill and injured babies and children.

This course meets the requirements of Ofsted as laid out in the Statutory Framework, Early Years Foundation Stage.

The course requires involvement in both theory and practical sessions.

Learning Outcomes

At the end of the course participants will be able to:

- Assess an emergency situation and prioritise what action to take
- Help a baby or child who is unresponsive and breathing normally
- Help a baby or child who is unresponsive and not breathing normally
- Help a baby or child who is having a seizure
- Help a baby or child who is choking
- Help a baby or child who is bleeding
- Help a baby or child who is suffering from shock caused by severe blood loss (hypovolemic shock).

Dates

Saturday 22nd June 2019, 09:30-16:30, G2

Saturday 12th October 2019, 09:30-16:30, G2

Venue

Sutton Civic Offices St Nicholas Way, Sutton, SM1 1EA

Trainer

Medi Aid UK Ltd

Fostering Course Specification

7. Equality, Diversity, and Identity (FC & SW)

Target Group

All Foster Carers and LBS Social Workers and similar roles in children's social care.

Learning Overview

This course will explore the importance of celebrating and promoting equality, diversity and the identity of children and young people in foster care. Participants will discuss and understand the effects of discrimination, prejudice and stereotyping; taking into consideration the legal framework and relevant legislation.

Learning Outcomes

At the end of the course participants will have:

- Explored definitions (e.g. equality, diversity, discrimination, prejudice, stereotyping and victimisation)
- Have gained an understanding of the legislation and legal framework surrounding equality and diversity for looked after children and those being adopted.
- Improved understanding about why it is important to provide care that provides equality of opportunity, embracing difference, including the child's gender, sexuality, disability, ethnic origin, religious, cultural and linguistic background.
- Be more aware of your own thoughts and feelings and how these affect your approach to working with difference
- Explore the reasons why some people might discriminate.
- Feel more confident in using skills to promote equalities throughout your practice.
- Engaged in group work scenario's relating to discrimination and inequality and discussed how they would address these situations.

Dates

Monday 11th November 2019, 13:00-16:30. G3

Venue

Sutton Civic Offices St Nicholas Way, Sutton, SM1 1EA

Trainer

Chinara Enterprises Ltd

Fostering Course Specification

8. Life Story Training (FC & SW)

Target Group

All Foster Carers and LBS Social Workers and similar roles in children's social care.

Learning Overview

This course will equip participants with the skills and knowledge that is needed to enable supportive, effective and time sensitive practice when they undertake Life Story Work with children and young people who are looked after as part of adoption preparation.

Learning Outcomes

By the end of the course participants will:

- Understand what is meant by Life Story Work and the various methodologies which can be used to support the process, based on best evidence.
- Be able to complete this work from the child's perspective and understand the importance of child centred approaches to planning, including sensitivity about what is age appropriate.
- Explored ways of working effectively with the child's network throughout the process with professional principles and within an ethical framework taking account of a child's diverse life experiences
- Have an improved understanding about the importance of preparation, planning and materials.
- Developed approaches and methods to engage children and young people who are hostile or resistant
- Examined the methodology of life story work by practising tools and techniques.
- Be able to recognise and understand the significance of ongoing life story work for all children in the care system
- Gained confidence in using resources for facilitating a child's memories and information about their care journey.
- Be able to engage and undertake life story work with difficult to engage children and young people.
- Be able to link practice with the knowledge and skills statements for approved child and family practitioners.

Date

Tuesday 12th November 2019, 09:30-16:30, G2

Tuesday 10th March 2020, 09:30-16:30, G3

Venue

Sutton Civic Offices St Nicholas Way, Sutton, SM1 1EA

Trainer

Family Action

Fostering Course Specification

9. Managing Children's Challenging Behaviour (0-9 years) (FC & SW)

Target Group

All Foster Carers, LBS Social Workers and similar roles in children's social care.

Learning Overview

During this course you will understand how to identify challenging behaviour and the causes of this behaviour. For example, we will look at the different stressors that can contribute to challenging behaviour and how this behaviour can escalate. We will also explore how we can deal with this behaviour in an effective way.

Learning Outcomes

By the end of the course, participants will have;

- Explored why a child may behave the way that they do
- Gained an understanding of the principles of 'attending' when a foster child is playing in order that the child can learn how to receive positive attention from their foster carer
- Gained an understanding of when praise and rewards works best
- A better understanding of ways in which we can promote positive behaviour
- A better understanding of how to encourage positive behaviour by using methods such as 'start chart'.
- Explored that children have to understand the consequence of their behaviour.
- Gained an understanding of when and how to use 'logical consequences'
- Understand how to use 'time out' so it is effective for the child's behaviour

Requirements

To be caring for or have experience of younger children

Date

Tuesday 8th October 2019, 9:45-13:15, G2

Venue

Sutton Civic Offices St Nicholas Way, Sutton, SM1 1EA

Trainer

CALM Training

Fostering Course Specification

10. Managing Sexualised Behaviour (FC & SW)

Target Group

All Foster Carers, LBS Social Workers and similar roles in children's social care.

Learning Overview

This course focuses on helping foster carers understand the origins of sexualised behaviour in children and how to set boundaries of appropriate behaviour. It provides practical tools for helping children develop socially acceptable ways of relating to others.

Learning Outcomes

By the end of the course, participants should;

- Understand the developmental impairments and distortions that lead to sexualised behaviour
- Understand the impact of sexual abuse on children and young people and the adults who work with them
- Know how to work effectively and safely with children and young people with sexualised behaviour
- Be able to demonstrate ways of setting appropriate boundaries by exploring different scenarios that foster carers may experience in their care of children who have experienced abuse and trauma
- Know how to access professional support to respond effectively to behaviour that is not socially acceptable

Date

Tuesday 3rd December 2019, 9:45-13:15, G3

Venue

Sutton Civic Offices St Nicholas Way, Sutton, SM1 1EA

Trainer

CALM Training

Fostering Course Specification

11. Record Keeping and Communicating Effectively

Target Group

All Foster Carers

Learning Overview

This course focuses on helping foster carers understand the principles that underpin good record keeping, rules of confidentiality and information sharing with professionals. It covers a range of scenarios to help foster carers become more confident in their role and be clearer about what information to record and share with other professionals.

Learning Outcomes

By the end of the course participants should;

- Know about what to record and standards of record keeping
- Understand why, where and how to record information
- Be able to identify what records they are expected to keep
- Understand the importance of safe storage of records.
- Have learnt about the law relating to record keeping.
- Be familiar with the rules of confidentiality and information sharing principles.
- Explored a range of scenarios to apply record keeping and information sharing principles, relating to the role of the foster carers.

Date

Thursday 27th June 2019, 9:45-13:15

Venue

Trinity Church, Cheam Road, Sutton, SM1 1DZ

Trainer

Family Action

Fostering Course Specification

12. Safer Caring - Minimising the Risk of Allegations

Target Group

All Foster Carers

Learning Overview

This course focuses on helping foster carers develop ways to ensure positive and safe caring of children to minimise the risk of allegations against the carer. It covers a range of scenarios to develop awareness about areas that may result in allegations. It provides practical examples of what to avoid and how to respond to situations where the foster carer may be compromised.

Learning Outcomes

By the end of the course, participants will:

- Have a clear understanding of the reasons why a foster child or young person may make a false allegation against them or someone in their family.
- Understand why allegations always need to be taken seriously
- Have knowledge of where to go for support, information and advice following an allegation
- Have obtained a thorough understanding of the National Minimum Standards for Fostering Services in relation to agency procedures on allegation
- Have developed strategies that can be used in order to minimise the risk of an allegation being made against them and/or their family
- Be clear about what needs to be included in their safer caring household rules
- Be able to complete a 'risk assessment plan' with their supervising social worker on the specific foster child or young person placed with them.

Date

Wednesday 13th November 2019, 9:30-13:30, G1a

Venue

Sutton Civic Offices St Nicholas Way, Sutton, SM1 1EA

Trainer

Family Action

Fostering Course Specification

13. Transitions and Endings

Target Group

All Foster Carers

Learning Overview

This course focuses on building resilience in children to grow stronger and help them manage transition and endings in their life. It explores the impact of children being exposed to painful and traumatic events at different stages in their development and childhood. It aims to provide foster carers with an improved understanding and practical tools to build resilience in children and help them make successful transitions.

Learning Outcomes

By the end of this course, participants will be able to:

- Understand the meaning of transitions in the lives of children and young people and the range of responses to help them build resilience.
- Have gained an understanding of the impact of secure and insecure attachment patterns on the child's or young person's ability to deal effectively with transitions and endings.
- Have recognised the importance of planned transitions and endings and how these can impact on the foster child, carer and their family
- Have a greater understanding of how to help traumatised children and young people to face change and loss
- Have gained an understanding of how to assist a child or young person to create a positive 'script' around transitions and endings
- Know how to promote positive transitions through a range of strategies and techniques.

Date

Friday 27th February 2020, 9:45-13:15, G2

Venue

Sutton Civic Offices St Nicholas Way, Sutton, SM1 1EA

Trainer

Family Action

6. National Minimum Standards 2011

The Learning and Development of Foster Carers in Sutton must be continuous and must support foster carers in working towards achieving and maintaining the Value Statements as outlined in the National Minimum Standard 2011 (NMS). These Values include:-

- The child's welfare, safety and needs are at the centre of their care.
- Children should have an enjoyable childhood, benefiting from excellent parenting and education, enjoying a wide range of opportunities to develop their talents and skills leading to a successful adult life.
- Children are entitled to grow up in a loving environment that can meet their developmental needs.
- Every child should have his or her wishes and feelings listened to and taken into account.
- Each child should be valued as an individual and given personalised support in line with their individual needs and background in order to develop their identity, self-confidence and self-worth.
- The particular needs of disabled children and children with complex needs will be fully recognised and taken into account
- The significance of contact for looked after children, and of maintaining relationships with birth parents and the wider family, including siblings, half-siblings and grandparents, is recognised, as is the foster carer's role in this.
- Children in foster care deserve to be treated as a good parent would treat their own children and to have the opportunity for as full an experience of family life and childhood as possible, without unnecessary restrictions.
- The central importance of the child's relationship with their foster carer should be acknowledged and foster carers should be recognised as core members of the team working with the child.
- Foster carers have a right to full information about the child.
- It is essential that foster carers receive relevant support services and development opportunities in order to provide the best care for children.
- Genuine partnership between all those involved in fostering children is essential for the NMS to deliver the best outcomes for children; this includes the Government, local government, other statutory agencies, fostering service providers and foster carers.

Standard 20: Learning and Development of Foster Carers

Outcome within Standard

- 1) Foster carers receive the training and development they need to carry out their role effectively.
- 2) A clear framework of training and development is in place and this is used as the basis for assessing foster carers' performance and identifying their training and development needs.

This standard is underpinned by the points outlined below:

- All new foster carers receive an induction.
- All foster carers, including all members of a household who are approved foster carers, are supported to achieve the Training Development Standards, Support and Development Standards for Foster Care. Short break carers who are approved foster carers are supported to achieve the Training Support & Development Standards for Short Break Carers. Family and friends foster carers are supported to achieve the Training, Support and Development Standards for Family and Friends Foster Carers.
- Foster carers are able to evidence that the Training, Support and Development Standards have been attained within 12 months of approval (or within 18 months for family and friends foster carers). For foster carers who were approved as such before April 2008, the Standards are attained by April 2011 (or by April 2012 for family and friends foster carers). Fostering households may use the same evidence workbook.
- Foster carers maintain an ongoing training and development portfolio which demonstrates how they are meeting the skills required of them by the fostering service.
- Foster carers' personal development plans set out how they will be supported to undertake ongoing training and development that is appropriate to their development needs and experience. For information and guidance please visit <https://portal.tgmgroup.net/static/html/login.html>. Short break carers / family and friends carers may choose to undertake the mainstream Training, Support and Development Standards for Foster Care, instead of the Standards for Short Break Carers / Family and Friends Carers, if this is their preference.
- The reviews of each carer's approval include an appraisal of performance against clear and consistent standards set by the agency, and consideration of training and development needs, which are documented in the review report. The foster carer's personal development plan is reviewed and the effectiveness of training and development received is evaluated. Reviews take into account the views of each child currently placed with the foster carer.
- The fostering service is clear and transparent with their foster carers about the level of support available to them and how to access such support.

- Support and training is made available to foster carers, including hard to reach carers, to assist them in meeting the specific needs of the children they are caring for or are expected to care for.
- Appropriate training on safer caring is provided for all members of the foster household, including young people of sufficient age and understanding, and ensures that foster carers understand how safer caring principles should be applied in a way which meets the needs of individual children.
- All training fits within a framework of equal opportunities and anti-discriminatory practice and is organised to encourage and facilitate attendance by foster carers.
- In cases where a foster carer moves to a new fostering service, details of the development and training which he or she has undertaken, and of the extent to which the agreed training and development standards have been met, are made available on request to the new provider, and the foster carer is able to take their training and development portfolio with them.