**Training Programme Updated: January 2020-July 2020**

**Introduction to the Face-to-Face Training Programmes:**

Two new face- to-face training programmes were introduced in September 2019: the Foundation Programme aimed at newly approved carers and the Ongoing Programme aimed at carers post year one of approval and beyond.

Both training programmes are open to all Mainstream Foster Carers, Kinship Carers, Special Guardians and Short Break Carers, subject to capacity. The face- to-face courses will all run term time only and the majority will run during school hours only, unless otherwise stated.

**The Foundation Training Programme:**

This will consist of 12 subject areas, 10 will be core subjects and 2 will be optional:

|  |  |
| --- | --- |
| **Foundation Core Subjects** | **Training provider** |
| Behaviour Management | Fostering Service |
| Equality and Diversity | Fostering Service |
| First Aid | External Provider |
| Why and How | Thinking Allowed |
| Child Protection and Safeguarding | Keeping Bristol Safe Partnership |
| Record Keeping and TSDS (training, support and development standards) | Fostering Service |
| Secure Base | Fostering Service |
| Education and Health for Children in Care | CLAN and HOPE |
| Safer Caring and Allegations | Fostering Service |
| Working with Birth Families | Fostering Service |
| Play (optional) | Fostering Service |
| Self-Care (optional) | Fostering Service |

**Expectation for Mainstream Foster Carers:**

There will be a new expectation for Mainstream Foster Carers approved from April 2019 onwards: I.e. The primary/main foster carer will now be required to complete all 10 core subjects within their first year of fostering.

The minimum training requirements for secondary carers (foster carer’s partners) approved from April 2019 onwards will be to complete the following 3 subjects: Child Protection/Safeguarding, Safer Caring and Equality and Diversity training.

Most of these core subjects will also be offered as online training options for those carers that prefer or require this option due to their other commitments. The titles of these are listed on page 4-5.

All Foster Carers who were approved prior to April 2019, will also be expected to have a good understanding of the 10 core subject areas above. Your Supervising Social Worker will discuss this with you during supervision and at your next annual review. If there are training gaps in your knowledge, you will be supported to address these within your Personal Development Plan.

Following completion of the core subjects, all primary/main foster carers from now on will also be expected to refresh their knowledge on First Aid, Safer Caring, Safeguarding/Child Protection and Equality and Diversity every three years.

Secondary foster carers (partners) will be expected to refresh their knowledge of Child Protection/Safeguarding, Safer Caring and Equality and Diversity training every three years.

**The Ongoing Training Programme:**

Some of these subjects are still in the process of being developed, however our aim is that this will consist of as many as possible of the subject areas below that will form part of carers ongoing development. (P*lease note some of these courses have already run once between September 2019-December 2020 so may not be on offer within this specific schedule, but our aim is to offer as many of the topics as possible within a one year period).*

|  |  |
| --- | --- |
| **Ongoing Training Programme** | **Training provider** |
| ADHD and Autistic Spectrum | External Provider |
| Child and Adolescent Mental Health | CAMHS? |
| Child Sexual Exploitation | External- BASE |
| Internet Safety | Avon and Somerset Constabulary |
| Life Story Work | External Provider |
| Lying and Stealing | Thinking Allowed |
| Missing from care | ROCiC and Fostering Service |
| Offending | ROCiC and Fostering Service |
| Secondary Trauma | Thinking Allowed |
| Self-Harm | Thinking Allowed |
| Sexual Health and Relationships | External-Brooke |
| Soiling (*this will now be running as a Skills Exchange)* | Foster Carer |
| Substance Misuse | Drugs and Young People Project |
| Trauma | Thinking Allowed or External |
| Sexual Abuse and Sexually Harmful Behaviour | Thinking Allowed and BeSafe |
| Parenting Plus Adolescent Programme | Fostering Service |

**Online Training Information:**

All mainstream Foster Carers, Kinship carers, Special Guardians and Short Break Carers can have access to the online training courses. With our current provider there are over 200 online courses, we have unlimited access to some of these courses and others require an additional fee. Carers are expected to complete any fee paid online courses they have requested, before they will be allocated any additional fee paid online courses.

If you do not have an account/log in to access online training and would like one, you will need to email: fostercarertraining@bristol.gov.uk.

Each online course has 4 components: 1) the course content, 2) quiz, 3) access to a downloadable handbook and 4) a learning outcome review.  Carers are expected to complete all 4 components in order for the online system to register that you have fully completed the course and for this to be recorded in your training record as complete. The ‘learning outcome review’ can then be shared with your Supervising Social Worker during supervision to aid discussion about your learning from the particular online course.

**Booking and Cancellations:**

All booking enquires and cancellation, unless otherwise stated, are made via: fostercarertraining@bristol.gov.uk, tel. no: 01173534200.

A training request booking form is in the process of being developed and we hope this will be available soon.

It you need to cancel a training course, please let us know as soon as possible, cancel via the above email address or telephone number, so that another person can be offered your place.

Training attendance records will be compiled by the Fostering Service, as well as records of Online courses completed.

**Foundation Training Programme Schedule:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Core Subjects** | **Date**  | **Time**  | **Location** | **Course****Description** | **Online Option** |
| Why and How *(over 3 sessions)* | 07/01/2014/01/2021/01/20or05/05/2012/05/2019/05/20 | 9.30am-12.30pm6.30pm-9pm | Barton Hill Settlement, 43 Ducie Road, Bristol, BS5 OAX | Page 7 | Face-to-face training option only |
| Child Protection /Safeguarding Children(*only need to attend one of the days)* | 15/01/2013/02/2003/03/2023/03/20 | 9.30am-4.30pm | Various locations. *Bookings via Keeping Bristol Safe Partnership application form*- see page 7 | Page 7 | Child Protection SkillsOr Safeguarding Children FoundationSafeguarding  |
| BehaviourManagement *(over 2 sessions)* | 23/03/2030/03/20 | 9.30am-12.30pm | The Woodward Room, The Vassall Centre, Gill Avenue, Fishponds, Bristol BS16 2QQ**BOOK?** | Page 8 | Managing Challenging Behaviour fostering |
| First Aid (add as full or just add last one) | 29/01/2003/03/20 | All courses are 9.30am-4.30pm(need to be able to commit to whole day | Room 1 A, Create Centre, Smeaton Rd, BS16XN Stockwood Free Church, Bristol, BS14 8QH | Page 8 | Face-to-face training option only |
| Secure Base *(over 6 sessions)* |  | 9.30am-12.30pm | 111 Capgrave Crescent, Bristol, BS4 4TP | Page 8 | Secure Attachment and Bonding |
| Working with Birth Families | 07/02/20 | 9.30am-12.30pm | The StudioKnowle West Healthy Living CentreKnowle West Health Park Downton RoadBristolBS4 1WH | Page 8-9 | Contact With Birth Families |
| Health and Education of children in care | 26/02/20 | 9.30am-12.30pm | The Woodward Room, The Vassall Centre, Gill Avenue, Fishponds, Bristol BS16 2QQ | Page 9 | Health Nutrition, and Promoting Education *(2 different online modules)* |
| Safer Caring | 10/03/20 | 9.30am-12.30pm | Dawn James Room, The Vassall Centre, Gill Avenue, Fishponds, Bristol BS16 2QQ | Page 9 | **Risk Management and Safer Caring** |
| Play *(over 2 sessions, optional course)* | 20/04/2027/04/20 | 9.30am-12.30pm | tbc | Page 9-10 | **n/a-optional face-to-face course** |
| Record Keepingand TSDS | 29/04/20 | 9.30am-12.30pm | The Woodward Room, The Vassall Centre, Gill Avenue, Fishponds, Bristol BS16 2QQ | Page 8 | Reporting and Recording |
| Equality and Diversity  | 14/07/20 | 9.30am-12.30pm | The Woodward Room, The Vassall Centre, Gill Avenue, Fishponds, Bristol BS16 2QQ | Page 10 | **Equality and Diversity** |

**Ongoing Training Programme Schedule:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Subject** | **Date**  | **Time**  | **Location** | **Course****Description** |
| Self-Harm | 13/02/20 | 9.30am-12.30pm | Terrace Room,Barton Hill Settlement43 Ducie Road, Bristol, BS5 OAX | Page 10 |
| Soiling, Smearing, Constipation and bed wetting *(Skills Exchange)* | 27/02/20 | 10am -12noon | B-BondSmeaton RoadBS16XN | Page 10 |
| Lying and Stealing | 19/03/20 | 9.30am-12.30pm | Barton Hill Settlement43 Ducie Road, Bristol, BS5 OAX | Page 10 |
| MissingFrom Care | 01/04/20 | 9.30am-12.30pm | Stockwood Free Church, Bristol, BS14 8QH | Pages 10 |
| Sexual Health | 20/04/20 | 9.30am-12.30pm |  | Page 10 |
| Internet Safety | 15/06/20 | 9.30am-11am | Room 1ACreate CentreSmeaton RoadBS16XN | Page 10 |
| Trauma | 29/06/20 & 30/06/20 | 9.30am-4.30pm | Bridge Professional Development Centre, Teyfont Road, Hartcliffe, BS13ORF | Page 11 |
| Secondary trauma  | 06/1020 | 9.30am-12.30pm | tbc | tbc |

**Foundation Programme: Course Description for each Core Face-to-face Subject:**

* **Why and How (over 3 sessions):**

This established course is run by Thinking Allowed and consists of three sessions in total. The training includes: Introduction to attachment theory and its significance in normal infant development. The impact of attachment experiences on brain development . The impact of trauma on child development. Different attachment styles. The meaning behind children’s behaviour; understanding and responding to complex emotions and behaviours such as the need to be in control, pervasive shame and extreme anger. Interventions in managing family atmosphere. The impact of children’s behaviour on parents and carers. Looking after yourself and your emotions.

* **Child Protection /Safeguarding Children:** ‘**Working Together: Our Shared Responsibility’ (formerly Introductory course)**

This is a Multi-Agency course and it is run by Keeping Bristol Safe Partnership (formerly Bristol Safeguarding Children Board). The aim is to develop knowledge and skills to increase your understanding of the roles of other agencies in child protection and the importance of working together to keep children safe. The course will cover signs and symptoms of child abuse, the processes used for safeguarding and child protection concerns in Bristol, individual responsibility over concerns about child abuse and how to make sure children are listened to.

This course requires the completion of a specific booking form which can be found here: <https://bristolsafeguarding.org/children-home/training/inter-agency-training/>. Please specify your two preferred dates on your application form as the number of places per course will be subject to availability*. Leave the cost code section blank and use these details in the address, tel. no and email section: Fostering Service, Bristol City Council, 7th Floor, B-Bond, PO Box 3176, BS39FS, tel. no: 01173534200,* *fostercarertraining@bristol.gov.uk**. and put your Supervising Social Worker’s name where it asks for a line manager*. Please be aware that the Fostering Service will be charged by the council if you do not attend this training so it is really important to cancel in advance if you need to for any reason.

* **Record Keeping and Training Support and Development Standards (TSDS):**

This course will be run by staff from the Fostering Service and will focus on: Why we keep records, how, what and when to record, confidentiality, data protection and the importance of reflection and analysis.

We will also explore the evidence, skills and knowledge mainstream foster carers need to gather within their first year of fostering, or 18 months for Kinship Carers, in order to demonstrate meeting their Training, Support and Development Standards, a mandatory national requirement.

* **Behaviour Management (over two sessions)**

This course will be jointly run by a member of staff from the Fostering Service and the Placement Support Team. The course will cover: core principles of positive behaviour management; focusing on supporting children to learn skills to increase success and managing distressed behaviour.

* **First Aid (one whole day)**

This is a one day First Aid course for Carers caring for Infants and Children at home and it is run by Acorn Health and Safety. This is a certificated course, so please ensure you can arrive on time and attend the entire course.

The course will cover: First Aid kits, Incident Management, Unconscious casualty, Resuscitation, Choking, Shock, Wounds and Bleeding, Minor injuries, Burns, Muscular skeletal injuries, Poisoning.

Please note that tea and coffee will be provided but you will need to provide your own lunch.

* **Secure Base (over 6 sessions)**

This course will be jointly run by a member of staff from the Fostering Service and the Placement Support Team. It is an attachment informed group focusing on supporting children in each of the domains of the Secure Base Model; trust, feelings and behaviour, self-esteem, cooperation and family membership. You will need to have a child in placement in order to attend this course. Please click on the web link for further information about the Secure Base model: <https://www.uea.ac.uk/providingasecurebase/the-secure-base-model>

* **Working with Birth Families:**

This course will be jointly run by a member of staff from the Fostering Service and the Placement Support Team. The course aims are:

To support foster carer understanding of the importance of working with birth families.

To explore the issues children face related to living in two families and what foster carers can do to support them in manging these.

To explore the challenges for foster carers in working with birth families and how to manage these.

* **Health and Education for Children in Care**

This will be jointly run by a member of staff from the HOPE Virtual School and the Children Looked After Nursing (CLAN) team. The aims will be:

An introduction to the HOPE Virtual School team. This will include looking at their various roles and what they do. This will also explore how the HOPE can provide carers with educational information/guidance and practical support to get the best education outcomes for the children and young people in care.

The aim from the CLAN team would be to give carers information around the health of children in care and what to expect from a health assessment, signposting and answering any concerns carers may have about the children in care population.

* **Safer Caring and Managing Allegations:**

This course will be run by staff from the Fostering Service and will explore:

A recap of information covered on the Skills To Foster course regarding what is ‘Safer Caring’ and the importance of reviewing your Family Safe Care Policy regularly.

To recap the difference between allegations and complaints/concerns/standard of care, and to gain an understanding of the foster carers journey through an allegation.

To explore ways of minimising the incidence of allegations.

* **Play:**

This course will be jointly run by a member of staff from the Fostering Service and the Placement Support Team. The course aims are:

To learn about the value of play in relation to child development and relationship skills

To learn about specific approaches that will support child development and relationship skills

To explore overcoming barriers to play for children and adults

* **Equality and Diversity:**

This course will be run by the Fostering service and will explore some of the different types of prejudice and discrimination that can affect children and young people in care, how we can support children with these issues and the power/importance of language. It will look at some of the resources currently available to support carers promote equality and diversity issues for children in care.

**Ongoing Programme: Course Description for each Face-to-face Subject:**

* **Self-Harm:**

This will be run by Christina Saltmarsh, Specialist Mental Health Practitioner and Ailsa Fullerton, Primary Mental Health Specialist. Course outline to follow.

* **Soiling, Smearing, Constipation and Bedwetting :** This topic will now be running as a Skills Exchange and will be led by Marie Bowden, an experienced foster carer.

**•‘Lying’ and ‘Stealing’:**

This will be run by Christina Saltmarsh, Specialist Mental Health Practitioner. Course outline to follow.

**• Missing From Care:**

This course will be led by the Reducing Offending of Children in Care (ROCiC) Senior Practitioner. The course will examine some real case studies and will look at patterns of missing from care, preventative techniques and policy and procedures involved.

* **Sexual Health:**

This course will be delivered by Brook, a specialist provider of Young people’s sexual health and wellbeing services. The learning objectives will be:

To consider some of the issues affecting young people with regard to relationships and sexual health

To explore attitudes and knowledge relating to young people’s sexual health

To learn about supporting services available to you and young people

To develop effective approaches that can be used when discussing sex and relationships with young people

* **Internet Safety:**

This session will be run by the Cyber Protect Officer at Avon and Somerset Police and will cover: Social media apps and games and how they’re being used, Livestreaming, Age Ratings, Cyberbullying, Sexting, Grooming, Positive websites, Parental controls, Conversation starters and Where to go for support.

* **Young People and Substance Misuse:**

This course will be delivered by the Drugs and Young People Project and will explore: Different substances and their effects, including recent trends; how children in care are affected; parental drug/ alcohol use and its impact upon children; and how to talk to young people about drugs and alcohol.

* **Trauma (2 whole days)**

Karen Treisman is an international leader on childhood trauma and overcoming adversity. More information can be found on her website at http://www.safehandsthinkingminds.co.uk/

The content of the two days will be as below:

**Day 1:** **Relational and developmental trauma, abuse, and neglect-** the impact of childhood trauma, abuse, and neglect including Adverse childhood experiences/ thinking about the impact of relational and developmental trauma, stress, adversity, and loss on children’s bodies, brains, behaviours, emotions, sensory worlds, and relationships.

**Day 2:** **Therapeutic re-parenting and/or strategies to improve caregiver-child relationships-** This workshop focuses on understanding the importance of therapeutic re-parenting hurt children, and offers ways of re-parenting in a therapeutic way. This workshop draws on a range of approaches to support the building and strengthening of the parent-child/ professional-child relationships, including Dyadic Developmental Psychotherapy, Theraplay, Narrative therapy, Sensory interventions, and Brain-based parenting.

Please note that this is a full two day course so carers will need to be available to attend the whole day. Tea and coffee will be provided but you will need to provide your own lunch.

* **Other training available through Bristol Safeguarding Children’s Board:**

It is also worth having a look at the other courses run by the Bristol safeguarding Board if you are interested in additional Multi-Agency face-to-face training courses as many of these are also open to carers. The application form to apply for any of the courses can also be found on the website:

<https://bristolsafeguarding.org/children-home/training/inter-agency-training/>.