

Foster Care Learning and Development Programme 2020 - 2021



Owner: Business and Professional Development Team

Version: 2020

Contact: childrenstraining@sutton.gov.uk

Website: www.sutton.gov.uk/childrenstraining

FOREWORD

Dear Foster Carer,

We are very pleased to share this year's learning and development programme which covers the period of 1 April 2020 to 30 March 2021. The programme has been designed to cover the core requirements in the Fostering Regulations 2011, and the training, support and development standards (TSD) are at the end of the programme.

This year we have extended the e-learning programme and introduced face-face virtual sessions in response to the pandemic which has meant that the programme covers a broader range of topics. As in previous years, the programme also covers training that is also targeted to social workers and other professionals.

The child safeguarding courses are included in the programme to support you in the important work to keep children safe whilst in your care, and to develop awareness about the issues that has led to them being looked after. You are required to refresh your safeguarding training at least every third year, and the revised Working Together to Safeguarding Children 2018 is included in the child safeguarding awareness course and also refers to contextual safeguarding approaches to protect children from all forms of exploitation

The foster care forum continue to be held in the evening and are also delivered virtually and topics are added during the year.

The 'at a glance' monthly overview is there to help you plan your training during the year, and the specifications at the end provide more details about each course to help you select courses.

Everyone has now been set up with their own account to access the Foster Care Training Hub but the programme also has details of how to register if this is needed. The programme also provides details of how to register for the Virtual College for additional e-learning. A certificate will be issued once an e-learning module has been completed and the same applies to the virtual face-to-face sessions accessed on the online booking system.

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,

Camilla Webster

Business and Professional Development Team Manager

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1. INTRODUCTION

The first part of the programme provides the monthly overview for 2020-21, and is then followed by how to register and book on to training or e-learning. The next section has the table of the learning and development programme which includes face-to-face virtual training and topics for the foster care forums delivered through zoom, and the full e-learning offer.

New training opportunities and foster care forum topics are added during the year and you will receive regular emails with updates to the programme. The on-line booking system is also regularly updated and this year we have set up a microsite with links to book directly onto the training that is sent to you with the updated monthly overview.

3. MONTHLY TRAINING OVERVIEW

Monthly Training Overview 2020-21		
APRIL 2020		
On hold		
MAY 2020		
On hold		
JUNE 2020		
Course Title	Date	Time
Adverse Childhood Experiences	22/06/2020	10:00-12:00
Caring for Asylum seeking refugees and unaccompanied children	24/06/2020	13:00-15:00
Record Keeping and effective communication	29/06/2020	09:15 - 13:00
JULY 2020		
Course Title	Date	Time
Child Criminal Exploitation, County Lines	01/07/2020	13:00-15:00
Allegations and complaints	03/07/2020	09:15 - 12:30
Conduct disorder	07/07/2020	10:00-12:00
Compassion fatigue	13/07/2020	13:00-15:00
Contact with birth families	15/07/2020	14:00-16:00
De-escalation skills	17/07/2020	10:00-12:00)
SEND Awareness Training	20/07/2020	10:00-12:00
Adverse Childhood Experiences	28/07/2020	10:00-12:00

Training for Key Workers and Carers of Unaccompanied Asylum Seeking Children (UASC)	28/07/2020	10:00 - 12:00
AUGUST 2020		
Course Title	Date	Time
Training for Key Workers and Carers of Unaccompanied Asylum Seeking Children (UASC)	12/08/ 2020	14:00 - 16:00
SEPTEMBER 2020		
Course Title	Date	Time
Foster Care Forum: Impact of Neglect on Children	03/09/2020	19:00 - 21:00
Adverse Childhood Experiences	07/09/2020	10:00 - 12:00
Effective communication with children	08/09/2020	13:00-15:00
Foetal Alcohol Spectrum Disorder and Neonatal Abstinence Syndrome	11/09/2020	10:00-12:00
Fostering regulations and National Minimum standards	14/09/2020	10:00-12:00
Managing placement breakdowns	17/09/2020	10:00-12:00
Men in Fostering	21/09/2020	10:00 - 12:00
Equality and Diversity	23/09/ 2020	09:30 - 12:30
Radicalisation in young people	25/09/2020	10:00-12:00
Adverse Childhood Experiences	28/09/2020	10:00 - 12:00
OCTOBER 2020		
Course Title	Date	Time
Record Keeping and effective communication	02/10/2020	09:30-12:30
Supporting children with autism and ADHD	06/10/2020	13:00-15:00
Working with Conflict and Hostility	08/10/2020	09:30-12:30
Allegations and complaints	08/10/2020	09:30-12:30
Foster care Forum: Sibling Rivalry	13/10/2020	18:00-19:30
Adverse Childhood Experiences	14/10/2020	13:00-15:00
Dyslexia and Dyspraxia awareness	15/10/2020	09:30-11:30
Caring for Asylum seeking refugees and unaccompanied children	16/10/2020	09:30-11:30
Child Protection Refresher	16/10/2020	09:30-12:30
SEND Core Requirement Training	19/10/2020	10:00-12:00
Conduct Disorder	21/10/2020	12:00-14:00
SEND Awareness Training	21/10/2020	09:30-11:30
NOVEMBER 2020		
Course Title	Date	Time

Safer Caring -minimising the risk of allegations	04/11/2020	09:30-12:30
Compassion fatigue	06/11/2020	12:00-14:00
Contact with birth families	09/11/2020	09:30-11:30
De-escalation skills	10/11/2020	12:00-14:00
Safeguarding Children with Disabilities	10/11/2020	09:30-16:30
Child Protection Awareness Course	11/11/2020	09:30-12:30
SEND Awareness Training	11/11/2020	09:30-11:30
SEND Multi-Agency Masterclass	16/11/2020	10:00-12:00
DECEMBER 2020		
Course Title	Date	Time
Adverse Childhood Experiences	07/12/2020	09:30-11:30
Promoting positive pathways for young people who have exhibited harmful sexual behaviour	09/12/2020 10/12/2020	10:00-13:00
Child Protection Conference Masterclass	15/12/2020	10:00-12:00
JANUARY 2021		
Course Title	Date	Time
Effective communication with children	06/01/2021	09:30-11:30
Foetal Alcohol Spectrum Disorder and Neonatal Abstinence Syndrome	06/01/2021	09:30-11:30
Neglect and an Introduction to Assessment Tools	12/01/2021	09:30-12:30
Working with Conflict and Hostility	13/01/2021	09:30-12:30
Fostering regulations and National Minimum standards	19/01/2021	09:30-11:30
Understanding Child Sexual Abusers	27/01/2021 28/01/2021	10:00-13:00
FEBRUARY 2021		
Course Title	Date	Time
Child Protection Refresher	01/02/2021	09:30-12:30
Child Protection Awareness Course	04/02/2021	09:30-12:30
Managing placement breakdowns	08/02/2021	09:30-11:30
Substance Misuse and Young People	17/02/2021	09:30-16:30
Men in Fostering	22/02/2021	09:30-11:30
Transitions and Endings	25/02/2021	09:30-13:30
MARCH 2021		
Course Title	Date	Time
Radicalisation in young people	03/03/2021	12:00-14:00
Adverse Childhood Experiences	10/03/2021	09:30-11:30

Refresher training for foster carers	16/03/2021	12:00-14:00
Child Protection Awareness Course	18/03/2021	09:30-12:30
Working with Conflict and Hostility	19/03/2021	09:30-12:30

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 and all enquiries are responded to within 48 hours.

Learning and Development Team contacts	
Email: childrenstraining@sutton.gov.uk	Telephone 0208 770 5465

VIRTUAL FACE TO FACE TRAINING - 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

THE FOSTER CARE TRAINING HUB E-LEARNING BOOKING INSTRUCTIONS

Step 1 – Accessing the e-learning system

Copy and paste this internet link <https://training.thetraininghub.co.uk/> into your browser window or use the google search engine.

Step 2 – Choose partnership area



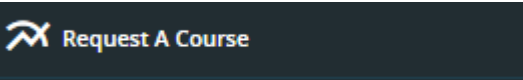
Click The Foster Care Training Hub



Step 3 - Registering

If you already have an account

If you are registering for the first time

<p>If you already have a username and password, please log in.</p>	<p>If you haven't got an account please contact childrenstraining@sutton.gov.uk who will set you up with an account and provide you with your username and password.</p>
	<div data-bbox="478 360 1109 703"> <h2>Login</h2> <p>Username</p> <input type="text" value="username"/> <p>Password</p> <input type="password" value="password"/> </div>
<p>Enter your Username and Password to access your account.</p>	<p>When logging in for the first time you will be asked to reset your password. Please enter a new password and click submit.</p> <p>RESET PASSWORD</p> <div data-bbox="395 831 1024 1019"> <p>NEW PASSWORD </p> <p>CONFIRM PASSWORD </p> <p>SUBMIT</p> </div>
<p>Once you have logged in you will be able to request a course on the left hand side banner.</p> <div data-bbox="156 1126 681 1205">  </div>	
<p>You can search for a particular course or scroll down where you will find all of the courses available.</p> <div data-bbox="156 1319 1439 1574"> <p>Search A Course :</p> <div> A B C D E F G H I J K L M N O P Q R S T U V W X Y Z </div> <p>SHOW ALL COURSES</p> <p>SHOW MORE FILTERS</p> </div>	
<h2>Help and Support</h2> <p>Please be aware that course requests will only be authorised during standard working hours. For learning support enquiries please contact The Training Hub directly on 0161 884 3000. For any password issues or other support, contact childrenstraining@sutton.gov.uk.</p>	

VIRTUAL COLLEGE E-LEARNING

Step 1 – Accessing the Virtual College 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 drop down 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 <u>ONE</u> 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 <u>charge £30 for modules that are not completed.</u>	
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. TRAINING PROGRAMME

The table below set out the core training requirements for foster carers, followed by the foster care forum topics and dates. All sessions are delivered by zoom and email will be sent to you with the link to join the meeting a few days before.

VIRTUAL FACE TO FACE TRAINING PROGRAMME 2020-21		
	Name of course	Course Spec Page
1.	Allegations and Complaints	15
2.	Equality & Diversity	16
3.	Record Keeping and Effective Communication	17
4.	Safer Caring - Minimising the Risk of Allegations	18
5.	Transitions and Endings	19
6.	Unconscious Bias	20
7.	Adverse Childhood Experiences	21
8.	Caring for Asylum Seeking Refugees and Unaccompanied Children	22
9.	Child Criminal Exploitation, County Lines	23
10.	Conduct Disorder	24
11.	Compassion Fatigue	25
12.	Contact with Birth Families	26
13.	De-escalation Skills	27
14.	Dyslexia and Dyspraxia Awareness	28
15.	Effective Communication with Children	29

16.	Foetal Alcohol Spectrum Disorder and Neonatal Abstinence Syndrome	30
17.	Fostering Regulations and National Minimum Standards	31
18.	Managing Placement Breakdowns	32
19.	Men who Foster	33
20.	Radicalisation in Young People	34
21.	Special Education Need and Disability Awareness Training	35
22.	Supporting Children with Autism and ADHD	36

FOSTER CARE FORUM 2020-21			
Date	Time	Venue	Topic
04/06/2020	19:00-21:00	Virtual	Cancelled
21/07/2020	18:00-19:00	Virtual	Hate Crime Awareness
03/09/2020	18:00-19:00	Virtual	Impact of Neglect on Children
13/10/2020	19:00-21:00	Virtual	Sibling Rivalry
26/11/2020	19:00-21:00	Virtual	Working with Addictions
12/01/2021	19:00-21:00	Virtual	Therapeutic parenting
25/02/2021	19:00-21:00	Virtual	Unconscious Bias
06/04/2021	19:00-21:00	Virtual	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.

THE FOSTER CARE TRAINING HUB E-LEARNING MODULES
Anti-Bullying Fostering
Child Sexual Exploitation (CSE) Foundation Level
Equality And Diversity
Female Genital Mutilation Level 1
Fire Safety
First Aid Emergency
First Aid Paediatric Fostering

Food Safety And Hygiene Advanced
Food Safety And Hygiene Foundation
General Data Protection Regulation
Health And Nutrition
Health And Safety
Infection Control
Internet Safety
Manual Handling
Medication Advanced
Medication Foundation
Radicalisation And Extremism
Reporting And Recording Advanced Level
Reporting And Recording
Risk Management And Safer Caring
Safeguarding Children Advanced Level
Safeguarding Children Foundation
Safeguarding Children with Learning Disabilities
Self-Harming Behaviours

5. CHILD SAFEGUARDING COURSES

The Local Safeguarding Children Partnership (LSCP) 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.

LSCP CHILD SAFEGUARDING COURSES (covered in monthly overview)
Assessing the Protective Skills of Mothers, Partners and Adult Carers (NOP)
Child Exploitation Criminal & Sexual (Part 1) & Child Exploitation - Child Trafficking & Safeguarding Children Being Moved Across International Borders (Part 2)
Child Protection Awareness
Child Protection Refresher
Domestic Abuse Awareness
Domestic Abuse: Impact on Children and Young People
Forced Marriage and Honour Based Violence

Harmful Sexual Behaviour – Effective Responses and Management
Learning from Serious Case Reviews
Mental Capacity Act training for professionals working with children, young people and their families (2 Half Days)
Missing Children
Multi-agency Perinatal and Infant Mental Health (PIMH) Half Day Awareness Training (half day)
Neglect and An Introduction to Assessment Tools
PREVENT (WRAP) Awareness Training: Safeguarding Against Radicalisation and Extremism
Promoting positive pathways for young people who have exhibited harmful sexual behaviour
Safeguarding Children with Disabilities
Self-Harm Management
Substance Misuse and Young People
Training for Key Workers and Carers of Unaccompanied Asylum Seeking Children (UASC)
Trauma Informed Practice
Understanding Child Sexual Abusers
Working with Conflict and Hostility
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
Working with Children with Disabilities

6. COURSE SPECIFICATIONS

FOSTER CARE COURSE SPECIFICATION
1. Allegations and Complaints
Target Group
Foster carers and other related roles.
Learning Overview
<p>This virtual session reflects the latest research, legislation, and standards of best practice in managing allegations and complaints.</p> <p>It examines the complexities associated with allegations and complaints against foster carers, in particular the need to balance support for foster families with the questioning and analysis required of an investigation.</p> <p>It is intended to equip foster carers, and others with related roles, with the knowledge and understanding to minimise the risk of allegations and complaints, and contribute to an investigation should this happen.</p>
Learning Outcomes
<p>At the end of this course participants will have:</p> <ul style="list-style-type: none">• An improved understanding about the legislative and regulatory framework for managing complaints and allegations about practice and standards of care;• Be able to identify potential risks and vulnerabilities in the placement to minimise risks of allegations and complaints;• An improved understanding about the impact of allegations and investigations on the individual, and know what support and information can be provided;• Be able to describe the process for managing and investigating allegations, including the role of the Local Area Designated Officer (LADO) and how to access the local LADO protocol.
Date
3 rd July 2020 (09:15-12:30) 8 th October 2020 (09:30-12:30)
Venue
Virtual
Trainer
Daisy Bogg Consultancy

FOSTER CARE COURSE SPECIFICATION
2. Equality and Diversity
Target Group
Social workers and similar roles in children's social care, foster carers and related roles.
Aims
<p>The aims of this virtual session is:</p> <ul style="list-style-type: none"> • to improve the knowledge and understanding about the protective characteristics under equality legislation, and the context of social care; • children and young people's rights to have their views, feelings and wishes respected under the human rights act; • to explore the impact of discrimination on children and young people, in the context of how they develop their identity and self-confidence; • to develop strategies to promote inclusiveness in everyday practice and when caring for children looked after away from home.
Learning Outcomes
<p>At the end of the course participants will:</p> <ul style="list-style-type: none"> • Be better equipped to recognise discrimination, and improved their understanding about the protected characteristics under the Equality Act 2010; • Examined social work codes of ethics and values to counteract discrimination when working or caring for vulnerable children and young people; • Developed their ability to apply anti-discriminatory principles to their own practice or carer role; • Improved their understanding about the importance of embracing difference, including the child's gender, sexuality, disability, ethnic origin, religious, cultural and linguistic background; • Improved awareness of how discriminatory thoughts and personal experiences may affect your approach to working with difference; • Be more confident in using skills to promote equalities and diversity, and addressing situations of inequality and discrimination.
Dates
23 rd September 2020 (09:30-12:30)
Venue
Virtual
Trainer
Daisy Bogg Consultancy

FOSTER CARE COURSE SPECIFICATION
3. Record Keeping and Effective Communication
Target Group
All foster carers
Learning Overview
<p>The focus of this course is to support foster carers to fully 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.</p> <p>The training is delivered through a mix of knowledge based content and practical exercises.</p>
Learning Outcomes
<p>By the end of the course participants should have an:</p> <ul style="list-style-type: none"> • Improved knowledge and understanding about what to record and standards of record keeping • Improved knowledge and understanding about why, where and how to record information • Be able to identify what records they are expected to keep • Improved knowledge and understanding about the importance of safe storage of records. • Improved knowledge and about the legislation and best practice guidance relating to safe record keeping. • Improved knowledge and about the rules of confidentiality and information sharing principles. • Be able to apply record keeping and information sharing principles in the foster care role. • Be able to communicate effectively with professionals through the provision of written records.
Date
29 th June 2020 (09:15-13:00) 2 nd October 2020 (09:30-12:30)
Venue
Virtual
Trainer
Daisy Bogg Consultancy

FOSTER CARE COURSE SPECIFICATION

4. 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.

The training is delivered through a mix of knowledge based content and practical exercises.

Learning Outcomes

By the end of the course participants should have an:

- Improved understanding about the reasons why a child or young person may make a false allegation against them or someone in their family.
- Improved knowledge and understanding about the legal framework and local protocols in regards to reporting allegations.
- Improved understanding about how to access support, information and advice following an allegation.
- Improved knowledge and understanding about the fostering services National Minimum Standards (NMS) in relation to the management of allegation.
- Improved knowledge and understanding about the strategies that can be used in order to minimise the risk of an allegation being made against them or those in the family or extended network, including what needs to be included in their safer caring household rules.
- Improved knowledge and understanding about risk assessment principles in the context of managing allegations, and be able to complete a 'risk assessment plan' with their supervising social worker that applies to the individual child.

Date

4th November 2020 (09:30-12:30)

Venue

Virtual

Trainer

Daisy Bogg Consultancy

FOSTER CARE COURSE SPECIFICATION
5. Transitions and Endings
Target Group
All Foster Carers
Learning Overview
<p>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.</p> <p>The training is delivered through a mix of knowledge based content and practical exercises.</p>
Learning Outcomes
<p>By the end of the course participants should have an:</p> <ul style="list-style-type: none"> • Improved knowledge and understanding about the meaning of transitions in the lives of children and young people and the range of responses to help them build resilience to manage separations. • Improved knowledge and understanding about the impact of attachment patterns on the child's ability to deal effectively with transitions and endings. • Improved knowledge and understanding about the importance of planned transitions and endings to apply strategies to manage the impact on the foster child, carer and their family. • Improved knowledge and understanding about how adverse childhood experiences (ACE) can have an impact on children who experience separation and loss, and; • How to build resilience through a range of strategies and techniques such as creating a positive 'script' around transitions and endings.
Date
25 th February 2021 (09:30-13:30)
Venue
Virtual
Trainer
Daisy Bogg Consultancy

FOSTER CARE COURSE SPECIFICATION
6. Unconscious Bias
Target Group
This course is for Foster carers and Supervising Social Workers, and other children's social care staff. It is also relevant for youth workers, education professionals and those in the community and voluntary sectors
Learning Overview
This half-day session is not intended as a lesson on equality and diversity, but rather an opportunity to identify and critically reflect on our own bias and explore how these can impact upon social care practice. Values and ethics are the underpinning ethos of the session, with the aim being to ask, and answer, some searching questions about how we each are part of, and influencers in, the systems in which we live and work and how our own (and others) unconscious biases can determine how we each respond to the situations we encounter in our social care professional roles..
Aims
As a result of taking part in this session participants will: <ul style="list-style-type: none"> • Have a greater awareness of their own biases and an openness to professional challenge of these in practice. • The opportunity to critically reflect and identify own and group biases and consider how these impact on practice. • To examine how workforce/service/team/group biases impact on the accessibility and experience of individuals and their help-seeking behaviour.
Dates
29 th October 2020 (09:30-12:30)
Venue
Virtual
Trainer
Daisy Bogg Consultancy

FOSTER CARE COURSE SPECIFICATION
7. Adverse Childhood Experiences
Target Group
This course is for Foster carers and Supervising Social Workers, and other children's social care staff. It is also relevant for youth workers, education professionals and those in the community and voluntary sectors
Aims
<p>The aims of this virtual session is:</p> <ul style="list-style-type: none"> • To identify the proportion of people in the United Kingdom affected by ACE. • To identify what ACE are and how they are formed.
Learning Outcomes
<ul style="list-style-type: none"> • To discover how we can facilitate the right therapeutic relationship. • Gain support strategies to help support children and young people with ACE challenges.
Dates
<p>22nd June 2020 (10:00-12:00)</p> <p>28th July 2020 (10:00-12:00)</p> <p>7th September 2020 (10:00-12:00)</p> <p>28th September 2020 (10:00-12:00)</p> <p>14th October 2020 (13:00-15:00)</p> <p>7th December 2020 (09:30-11:30)</p> <p>10th March 2021 (09:30-11:30)</p>
Venue
Virtual
Trainer
Social Care Training Solutions

FOSTER CARE COURSE SPECIFICATION
8. Caring for Asylum seeking refugees and unaccompanied children
Target Group
This course is for Foster carers and Supervising Social Workers, and other children's social care staff. It is also relevant for youth workers, education professionals and those in the community and voluntary sectors
Aims
<p>The aims of this virtual session is:</p> <ul style="list-style-type: none"> • Know how to meet the needs of unaccompanied asylum seeking and refugee children more effectively • Clarity around your own values and beliefs about this client group
Learning Outcomes
<ul style="list-style-type: none"> • An in depth understanding of the experience of being an unaccompanied asylum seeking or refugee child • Awareness of the UK asylum seeking process and legal framework • Understanding of the needs of asylum seeking and refugee children
Dates
<p>24th June 2020 (13:00-15:00)</p> <p>16th October 2020 (09:30-11:30)</p>
Venue
Virtual
Trainer
Social Care Training Solutions

FOSTER CARE COURSE SPECIFICATION
9. Child Criminal Exploitation, County Lines
Target Group
This course is for Foster carers and Supervising Social Workers, and other children's social care staff. It is also relevant for youth workers, education professionals and those in the community and voluntary sectors.
Aims
<p>The aims of this virtual session is:</p> <ul style="list-style-type: none"> • Understand how major drug dealers supply these markets • Look at how vulnerable people are groomed, coerced, and forced to assist them • Understand the role that Social Media plays in the process • Understand our legal responsibility and how we should respond
Learning Outcomes
<ul style="list-style-type: none"> • Understand what "County Lines" are • Understand traditional drug markets • Understand the vulnerabilities and indicators • To know the context of child criminal exploitation
Dates
<p>1st July 2020 (13:00-15:00)</p> <p>18th September (10:00-12:00)</p>
Venue
Virtual
Trainer
Social Care Training Solutions

FOSTER CARE COURSE SPECIFICATION
10. Conduct Disorder
Target Group
This course is for Foster carers and Supervising Social Workers, and other children's social care staff. It is also relevant for youth workers, education professionals and those in the community and voluntary sectors.
Learning Objectives
By the end of the session you will: <ul style="list-style-type: none">• Better understand ADHD and its effect on your child.• Enable you to better manage your child's behaviour.• Increase your confidence in the skills and abilities to 'parent'.• Develop an even better relationship between you and your child
Dates
7 th July 2020 (10:00-12:00) 21 st October (12:00-14:00)
Venue
Virtual
Trainer
Social Care Training Solutions

FOSTER CARE COURSE SPECIFICATION
11. Compassion Fatigue
Target Group
This course is for Foster carers and Supervising Social Workers, and other children's social care staff. It is also relevant for youth workers, education professionals and those in the community and voluntary sectors.
Aims
<p>The aims of this virtual session is:</p> <ul style="list-style-type: none"> • Develop ways to find support for yourself and give support to your colleagues
Learning Outcomes
<ul style="list-style-type: none"> • Analyse factors which lead to compassion fatigue in your work • Identify coping strategies that you can use to increase your resiliency
Dates
<p>13th July 2020 (13:00-15:00)</p> <p>6th November 2020 (12:00-14:00)</p>
Venue
Virtual
Trainer
Social Care Training Solutions

FOSTER CARE COURSE SPECIFICATION
12. Contact with birth families
Target Group
This course is for Foster carers and Supervising Social Workers, and other children's social care staff. It is also relevant for youth workers, education professionals and those in the community and voluntary sectors.
Aims
<p>The aims of this virtual session is:</p> <ul style="list-style-type: none"> • To enable carers to build effective strategies for dealing with contact difficulties • To address contact within an anti-discriminatory framework
Learning Outcomes
<ul style="list-style-type: none"> • To look at the aims of contact for looked-after children • To explore how carers can develop skills in relation to contact • To provide a safe space to discuss experiences and in order to problem solve and support others
Dates
<p>15th July 2020 (14:00-16:00)</p> <p>9th November 2020 (09:30-11:30)</p>
Venue
Virtual
Trainer
Social Care Training Solutions

FOSTER CARE COURSE SPECIFICATION
13. De-escalation skills
Target Group
This course is for Foster carers and Supervising Social Workers, and other children's social care staff. It is also relevant for youth workers, education professionals and those in the community and voluntary sectors. .
Aims
The aims of this virtual session is: <ul style="list-style-type: none"> • Have ways to manage your own anger • Have de-escalation and diffusion techniques • Safely disengage from being held • Safely disconnect another person from being held • Understand personal safety and how to self-protect • Post incident actions – the importance of record keeping and de-briefing
Learning Outcomes
<ul style="list-style-type: none"> • Understanding aggression • Understand how feelings drive behaviour • Identify general physiological signs of anger • Identify the common triggers of anger • Recognise the levels of anger in young people • Learn appropriate interventions for each level of anger including actions to avoid being restrained or attacked •
Dates
17 th July 2020 (10:00-12:00) 10 th November 2020 (12:00-14:00)
Venue
Virtual
Trainer
Social Care Training Solutions

FOSTER CARE COURSE SPECIFICATION
14. Dyslexia and Dyspraxia awareness
Target Group
This course is for Foster carers and Supervising Social Workers, and other children's social care staff. It is also relevant for youth workers, education professionals and those in the community and voluntary sectors.
Aims
<p>The aims of this virtual session is:</p> <ul style="list-style-type: none"> • Know what the process is for a medical diagnosis and support for children • Have support strategies to assist children who are affected
Learning Outcomes
<ul style="list-style-type: none"> • To understand the conditions within the Dyslexia spectrum known as Special Learning Disorders (SLD) • Be able to identify common signs and symptoms of each condition • Understand the potential impact of Dyslexia or Dyspraxia on child development
Dates
15 th October 2020 (09:30-11:30)
Venue
Virtual
Trainer
Social Care Training Solutions

FOSTER CARE COURSE SPECIFICATION
15. Effective communication with children
Target Group
<p>This course is for foster carers and recommended to be completed within the first 2 years of approval.</p> <p>This course is also for Foster carers and Supervising Social Workers, and other children's social care staff. It is also relevant for youth workers, education professionals and those in the community and voluntary sectors.</p>
Aims
<p>The aims of this virtual session is:</p> <ul style="list-style-type: none"> • Understand some common difficulties in communication with children and young people • Understand the importance of working within an anti-racist/anti-discriminatory way when engaging people who use services and their families
Learning Outcomes
<ul style="list-style-type: none"> • Explain the importance of effective communication • List key skills, knowledge and characteristics of an effective communicator • Identify effective ways of communicating with children, young people and their families • Identify the main barriers to communicating with children, young people and their families
Dates
<p>8th September 2020 (13:00-15:00)</p> <p>6th January 2021 (09:30-11:30)</p>
Venue
Virtual
Trainer
Social Care Training Solutions

FOSTER CARE COURSE SPECIFICATION
16. Foetal Alcohol Spectrum Disorder and Neonatal Abstinence Syndrome
Target Group
<p>This course is for Foster carers and Supervising Social Workers, and other children's social care staff. It is also relevant for youth workers, education professionals and those in the community and voluntary sectors.</p> <p>.</p>
Aims
<p>The aims of this virtual session is:</p> <ul style="list-style-type: none"> • Understand the effects of prenatal exposure to other drugs • To consider the impact of FASD and NAS on health and social development for the child
Learning Outcomes
<ul style="list-style-type: none"> • To understand the health and medical impacts of Foetal Alcohol Spectrum Disorder and Neonatal Abstinence Syndrome • Understand the medical interventions after birth • To identify the common signs of FASD and NAS
Dates
<p>11th September 2020 (10:00-12:00)</p> <p>6th January 2021 (09:30-11:30)</p>
Venue
Virtual
Trainer
Social Care Training Solutions

FOSTER CARE COURSE SPECIFICATION
17. Fostering regulations and National Minimum Standards (NMS)
Target Group
This course is for Foster carers and staff in children's social care who need to be aware of the fostering regulations and NMS.
Aims
<p>The aims of this virtual session is:</p> <ul style="list-style-type: none"> • Understand how to explain and evidence your practice • Understand the duties in relation to Staying Put • Be able to ensure that the systems used are effective and meet the necessary requirements of delegated authority
Learning Outcomes
<ul style="list-style-type: none"> • Understand the updated regulations and how they link to the standards • Be able to identify how the standards affect your practice • Fully understand your professional responsibilities in respect to the regulations and standards • Be able to identify accountability for key responsibilities under these standards
Dates
<p>14th September 2020 (10:00-12:00)</p> <p>19th January 2021 (09:30-11:30)</p>
Venue
Virtual
Trainer
Social Care Training Solutions

FOSTER CARE COURSE SPECIFICATION
18. Managing placement breakdowns
Target Group
This course is for foster carers, adopters and Supervising Social Workers. In addition, this course is for Residential Child Care Workers (RCCW) and residential team managers from mainstream, short-breaks and outreach services.
Aims
<p>The aims of this virtual session is:</p> <ul style="list-style-type: none"> • Identify actions that can be taken to minimise the chances of a placement breaking down • Identify support needs and networks in the event of a placement breakdown
Learning Outcomes
<ul style="list-style-type: none"> • Understand the common causes of placement breakdown • Recognise the underlying triggers within both parties that can lead to a placement breaking down • Identify the events and behaviours that can make placement breakdown more likely
Dates
<p>17th September 2020 (10:00-12:00)</p> <p>8th February 2021 (09:30-11:30)</p>
Venue
Virtual
Trainer
Social Care Training Solutions

FOSTER CARE COURSE SPECIFICATION
19. Men who Foster
Target Group
This course is for Foster carers and Supervising Social Workers, and other children's social care staff. It is also relevant for youth workers, education professionals and those in the community and voluntary sectors. .
Aims
The aims of this virtual session is: <ul style="list-style-type: none"> • Understand the barriers to achieving a successful male caring role and how men might navigate through these challenges • Know the key areas of influence that men have on children in care and how this is relevant for different age groups
Learning Outcomes
<ul style="list-style-type: none"> • Understand how the gender of carers is relevant, considering this from the viewpoint of the looked after child • Determine what makes a positive male role model
Dates
21 st September 2020 (10:00-12:00)
22 nd February 2021 (09:30-11:30)
Venue
Virtual
Trainer
Social Care Training Solutions

FOSTER CARE COURSE SPECIFICATION
20. Radicalisation in Young People
Target Group
This course is for Foster carers and Supervising Social Workers, and other children's social care staff. It is also relevant for youth workers, education professionals and those in the community and voluntary sectors.
Aims
<p>The aims of this virtual session is:</p> <ul style="list-style-type: none"> • To help participants develop knowledge about the PREVENT strand of the government's CONTEST strategy, and; • How radicalisation links to Safeguarding
Learning Outcomes
<ul style="list-style-type: none"> • To understand Radicalisation and Violent Extremism • Awareness of the process for Radicalisation • Understand the role of the internet in Radicalisation • Know how to spot any indicators that radicalisation may be occurring
Dates
<p>25th September 2020 (10:00-12:00)</p> <p>3rd March 2021 (12:00-14:00)</p>
Venue
Virtual
Trainer
Social Care Training Solutions

FOSTER CARE COURSE SPECIFICATION
21. SEND Awareness Training
Target Group
<p>This course is for foster carers, Supervising Social Workers and children's social care staff.</p> <p>It is also relevant for youth workers, education professionals and those in the community voluntary sectors, as well as those involved in short-breaks and outreach services.</p>
Learning Outcomes
<ul style="list-style-type: none"> • To understand the Local Authority's duty under 22 (3A) of The Children's Act 1989 to promote the educational achievements of Looked after Children • To understand the new system supporting Children and young people with SEN or Disability (SEND Code of Practice 0-25 years) • To understand the Education, Health and Care Plan (EHC) needs assessments • Understand Personal Educational Plans (PEP) and be able to use them to support the child's personalised learning • Know the best ways to support 'Eligible children' through education and training, as well as encouraging further education or higher education • To understand the of use of Bursaries
Dates
<p>20th July 2020 (10:00-12:00)</p> <p>21st October 2020 (09:30-11:30)</p> <p>11th November 2020 (09:30-11:30)</p>
Venue
Virtual
Trainer
Social Care Training Solutions

FOSTER CARE COURSE SPECIFICATION

22. Supporting children with autism and ADHD

Target Group

This course is for foster carers, Supervising Social Workers and children's social care staff.

It is also relevant for youth workers, education professionals and those in the community voluntary sectors, as well as those involved in short-breaks and outreach services.

Aims

The aims of this virtual session is:

- Understand the challenges associated with the ASD and the triad of impairments
- Effectively understand the ASD perspective
- Be able to identify the triggers and behaviours
- Know how to "Think and speak autistic" (Lawson)

Learning Outcomes

- Have a basic understanding of Attention Deficit Hyperactivity Disorder (ADHD) and Oppositional Defiance Disorder
- Understand the term 'Autistic Spectrum Disorder (Condition)'
- Have the insight and skills necessary to deal with these behavioural difficulties and modify them at the earliest possible age
- Be able to employ management techniques to improve the behavioural difficulties of children and young people with Conduct Disorders

Dates

6th October 2020 (13:00-15:00)

Venue

Virtual

Trainer

Social Care Training Solutions

7. NATIONAL MINIMUM STANDARDS

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.