

# Haringey's Foster Carers

# Training Brochure 2024



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Please note all training courses / workshops will be delivered virtually (MS Teams) or Zoom and a joining link will be sent once your place has been booked.

## To book on any of these courses please email:

Gillian.Bhola@haringey.gov.uk

Or inform your Supervising Social Worker.



## A Warm Welcome

We are very excited to share our training programme which contains learning and development opportunities that provide an essential foundation for all Foster Carers, as well as more specialist modules to ensure that all our carers can meet the needs of children and young people in their care. In Haringey, we are constantly striving to provide children and young people high quality care, leading to good life outcomes for them.

Children who come into the care system increasingly have a complexity of needs and backgrounds. The professionals working with these children require to be highly skilled and well informed. We consider that taking advantage of training and development opportunities are central to a carer's own development and to achieving this aim to provide high standards of care and great outcomes for children.

We hope that our training programme will help you enhance your skills, be better informed about key developments in legislation and research, as well as adopt best practice in the field of childcare.

## Fostering:

'Rewarding in many different ways'



## Foster Carers' post approval Learning and Development Pathways: Evidencing the Standards

#### Approval of foster carers:

Areas of development identified by panel and assessor

Recommendations for Foster carers to undertake specific courses.

Foster carers required to attend **Core** and **Specialist** courses and other skills development (min 30 hours a vear)

Foster carers **evidence learning** and how they are meeting the post approval CWDC standards in their Portfolio leading to a **Certificate of Completion** 

**Personal Development Plan** is updated

Annual Foster carer Household

Review

Personal Development

**Plan** is updated, and training needs identified

Foster Carer continuous Professional Development



## **Training Calendar 2024**

January	

February	
6th	Managing Allegations & Safer Caring
7 <sup>th</sup>	Child Exploitation moved to 21st Feb

March	
4 <sup>th</sup>	Breaking down Barriers
6 <sup>th</sup>	Delegated Authority
19 <sup>th</sup>	Managing Challenging Behaviour

April 16 <sup>th</sup>	
16 <sup>th</sup>	Paediatric First Aid
23rd	Recording & Sharing Information

May	
May 14 <sup>th</sup> 15 <sup>th</sup>	Equality and Diversity
15 <sup>th</sup>	Child Exploitation

June	
3 <sup>rd</sup>	Breaking Down Barriers
4th	Managing Allegations & Safer Caring
19th	Delegated Authority
27 <sup>th</sup>	Child Protection (provisionally)



July	
July 2 <sup>nd</sup>	Managing Challenging Behaviour
9 <sup>th</sup>	Recording and Sharing Information

## August - School Holidays / No Training

September	
10 <sup>th</sup>	Paediatric First Aid
16 <sup>th</sup>	Breaking down Barriers
23 <sup>rd</sup>	Equality and Diversity
27 <sup>th</sup>	Child Protection (provisionally)

October	
8 <sup>th</sup>	Child Exploitation
15th	Managing Allegation and Safer Caring

November	
13	Delegated Authority
19 <sup>th</sup>	Managing Challenging Behaviour
26 <sup>th</sup>	Recording and Sharing Information

December	
3 <sup>rd</sup>	Equality and Diversity
10 <sup>th</sup>	Paediatric First Aid



## **Core Training Courses**

These learning and development opportunities are deemed as being an essential foundation for all foster carers. Foster Carers may require additional learning and development opportunities at any point to ensure that they can meet the needs of the children and young people in their care. As a minimum, we would expect you to attend at least 3 of these core training courses within your first year of fostering.

All carers need to attend safeguarding children and safer caring training every 2 years and the first aid course must be refreshed every 3 years.

- Child Protection
- First Aid
- Managing Allegations and safer caring
- Managing Challenging Behaviour
- Recording and Sharing Information/Data Protection
- Delegated Authority/Safer Caring



## **KCA Online Training**

Knowledge. Change. Action

"Knowledge can be transformative. When it enables us to make sense of the world in new ways, we can begin to act in new ways, and we can change the world.

"Kate Cairns

**KCA Online** is an eLearning platform which provides online and face-to-face training as well practice tools and reference materials. The online courses aim to develop knowledge, skills and reflection not by taking people out of their workplace, but rather by sending them to explore their workplace and their work relationships as part of an ongoing learning journey.

Activities and exercises require learners to 'stop and think' or 'go and do' and to record their discoveries. Although the learning is guided online, with input from experts, in reality people are learning from and alongside their managers, colleagues and service users.

Adolescence
Assessing and managing risk
Attachment and brain development
Behaviour and the physical environment
Behaviour and the physical environment: Adapting the physical environment to promote recovery from trauma
Brain development and positive parenting
Building individual and community resilience
Building resilience
Child development
Child protection
Child protection - Scotland

Child sexual exploitation: Protecting children and young people from harm



Child-centred assessment

Children and young people who misuse substances

**Children's rights** 

Communicating with children and young people

Community resilience and secondary trauma: Maintaining well-being in the public service workforce

Community resilience and toxic stress: Working with trauma across the lifespan

Confidentiality and record keeping

Contact in foster care

**Domestic violence** 

Eating disorders: A relationship-based approach to prevention and recovery

**Emotion coaching** 

Emotion coaching: A systemic, relational approach to behaviour

**Equality and diversity** 

**Equality and diversity in professional practice** 

EY Early identification and action: Special Educational Needs and Disabilities in the early years

EY liaising with professionals or agencies beyond the setting

EY Supporting colleagues in their work with children with SEND

EY The role of the early years SENCO

Five to Thrive for Life: Adolescence

Foetal alcohol spectrum disorders: Systemic approaches to improving life chances for children and young people

Foetal exposure to alcohol



Impulsive behaviour

Introduction to child development

Introduction to child protection

Introduction to communicating with children and young people

Introduction to promoting secure attachment: Brain development and positive parenting

Introduction to understanding trauma

Making safe connections – the digital revolution, neuroscience and human attachment needs

Maladaptive behaviours: Promoting recovery for children who harm themselves

Men in children's services

**Multi-disciplinary working** 

Narrative work

Narrative work: The development of a positive sense of self

**Professional development** 

Safer caring

Secondary trauma

Secondary trauma and community resilience

**Self-harming behaviours** 

Self-injuring and self-sabotaging behaviours: A relationship-based approach to prevention and recovery

Sexualised behaviour: Issues in foster care

Sexualised behaviour: Managing risk, promoting recovery

Supervising foster care



**Teamwork** 

The role of the foster carer

Transitions and vulnerability



# **Child Protection for Foster Carers**

This course will ensure participants knowledge and commitment to Safeguarding is current and their required knowledge is refreshed.

## **Learning Outcomes**

- Explore the concept of safeguarding
- Understand thresholds and referrals
- Examine the role for a carer in safeguarding processes including a CP conference
- Exploring child sexual exploitation in the family and the community: the links to neglect and DV/domestic abuse
- Understanding the process of grooming.

## **Training, Support and Development Standards**

**4** 6.1, 6.2, 6.3, 6.4

#### **National Minimum Standards**

**4** 1.0, 4,5,4.6

## **Training Details**

Date:

**4 Time:** 10.00am – 12.00

Trainer:





## Paediatric First Aid

This course offers Paediatric First Aid Training for foster carers. It is aimed at giving attendees the confidence to tackle emergency events as they happen, from how to wrap a bandage to delivering resuscitation.

## **Learning Outcomes**

- ♣ Action at an emergency priorities of treatment
- ♣ Care of the baby or child who is unconscious but breathing Recovery position
- Care of the child who is unconscious and not breathing CPR differences between baby & child CPR
- Management of the child with a possible spinal injury
- Choking theory and practical
- Drowning
- ♣ What to put in your First Aid Kit
- Major and minor bleeds, amputated parts and treatment of clinical shock
- Burns & scalds
- Poisoning
- ♣ Head injury concussion, compression & skull fracture
- Medical conditions such as febrile convulsions and meningitis

## **Training Support and Development Standards**

**4** 3.3, 3.4

#### **National Minimum Standards**

**4** 6.1, 6.2, 6.4, 6.5, 6.7, 6.8, 6.9, 6.10 ,6.11

### **Training Details**

**Date:** 6<sup>th</sup> April 2024

10 September 2024
 10<sup>th</sup> December 2024

**Time:** 10.00-1.00

**Trainer:** First Response Training Provider





# Managing Allegations & Safer Caring

This course is based on 'The Fostering Networks' course material 'Safer Caring – a new approach' and the Fostering Regulations Guidance & NMS 2011 (Fostering Network) and enables participants to increase their understanding, review current practice and consider strategies to manage the risks inherent in foster care; taking into consideration the new approach to managing risk that encourages a risk sensible, rather than a risk averse attitude.

#### **Learning Outcomes**

- Be able to review safer caring principles and practices in order to keep everyone in the foster home safe – and to identify any gaps or areas for development.
- Have identified strategies to prevent the risk of abuse, re-abuse and to minimise the possibility of allegations.
- Have gained knowledge, understanding and guidance on dealing with allegations or complaints
- Understand how to develop a safer caring policy for the child or young person in their care.
- Understand the concept of delegated authority and the importance of ensuring that this is included in the placement plan for the child or young person in placement.
- Have explored and discussed the issues surrounding the use of the Internet, in particular social media and also mobile phones; in regard to safer caring.

#### **Training Support and Development Standards**

**4** 3.4, 6.1, 6.2, 6.3, 6.4, 7.2, 7.3

#### **National Minimum Standards**

**4** 3.5, 3.7, 3,8, 3.9, 4.1, 4.2, 4.4, 4.6

### **Training Details**

**Date:** 6<sup>th</sup> Feb 2024

4<sup>th</sup> June 2024 15<sup>th</sup> October 2024

Time: 10am - 1pm

**Provider** LA Training





## **Managing Challenging Behaviour**

This course will help foster carers to understand the complexities of challenging behaviours, and will enable them to assess and understand the underlying needs, which can then be addressed through the promotion of alternative constructive behaviours.

## **Learning Outcomes**

- Understand and define challenging behaviour
- Know the various types of challenging behaviour
- Know the triggers that lead to challenging behaviour
- Know how to effectively deal with challenging situations
- Understand challenging behaviour
- ♣ Be aware of strategies to manage challenging behaviour

### **Training Details**

**Language Part of Section 2024 Date:** 19<sup>th</sup> March 2024
2nd July 2024

**♣** 19<sup>th</sup> November 2024

4

**♣ Time:** 10am – 1pm

**Trainer:** LA Training





# Recording and Sharing Information / Data Protection

All professionals working with children and young people must know how to keep and share information. As a foster carer this can involve unique challenges. This course enables carers to understand the principles that underpin good record keeping, and how to apply rules of confidentiality within their own work.

### **Learning Outcomes**

- Understand the reasons for keeping different types of records
- Identify which information should be gathered in ways which it can best be recorded
- Consider the audience for the records and their use
- Understand how to separate fact from opinions and avoid discriminatory comments and value judgements
- ♣ Understand and apply the rules of data protection

## **Training Support and Development Standards**

**4** 2, 4

### **Training Details**

**Date:** 23<sup>rd</sup> April 2024 9<sup>th</sup> July 2024

26th November 2024

Time: 10am -1pm

**Trainer:** LA Training





## **Delegated Authority**

This course will support and empower carers to make informed decisions regarding day-to-day tasks for the children in their care, some of these decisions involve an element of risk, such as, sleepovers, school activities and contact with siblings. All delegated authority decisions made by a carer must be within the child's Placement Plan.

## **Learning Outcomes**

- Have a full understanding of the meaning and purpose of delegated authority
- ♣ To have developed confidence in knowing when and when not to delegate authority within the child's placement plan and ensuring agreements are sought
- ♣ To consider how carers should make judgements involving elements of risk for the child
- To explore issues and concerns around delegated authority including promoting shared perspectives, responsibilities and working together

## **Training, Support and Development Standards**

1, 2,3 and 7

#### **National Minimum Standards**

4 2, 3, 4, 6, 20, 21

### **Training Details**

**Time:** 10am – 1pm

Trainer: Astell Evans





## **Non-Core Training**

- ♣ Breaking down barriers, bettering behaviour and building on brilliance
- Child Exploitation
- ♣ Equality Diversity & Identity



# Breaking Down Barriers, Bettering Behaviour and Building on Brilliance

This session provides essential training for Foster Carers which covers the context of care in Haringey; the role of key professionals, including Foster Carers, in promoting the education of looked-after children; Personal Education Plan (PEP) procedures; overcoming barriers to learning and current updates from the Virtual School.

## **Learning Outcome**

- Have an up-to-date understanding of the roles and responsibilities of the Virtual School and Designated Professionals for looked-after children and young people
- Understand how good educational outcomes, improve children and young people's life chances.
- To be familiar with the PEP process and how to use Personal Education Plans to ensure a child or young person's needs are identified and supported in the best way possible.
- ♣ How to fully utilise Pupil Premium Plus funding to maximise its impact.
- To better understand the cause of negative behaviours at school and strategies to reduce their impact.

#### **Training Details**

**Language Date:** 4<sup>th</sup> March 2024
 **Language 3** June 2024
 **Language 4** March 2024
 **Language 5** June 2024
 **Language 6** June 2024

♣ Time: 10am -1pm

Trainer: Virtual School





## **Child Exploitation**

(CSE) is a form of sexual abuse that involves the manipulation and/or coercion of young people under the age of 18 into sexual activity in exchange for things such as money, gifts, accommodation, affection or status (*Barnardos*, 2012).

This three-hour training session enables participants to develop a greater awareness of Child Sexual Exploitation (CSE). Throughout the training you will be encouraged and supported to consider how your own practice can best address and support children and young people at risk or experiencing CSE.

## **Learning Outcome**

- Reflect on different values and attitudes and the impact they have when working with young people affected by CSE
- Have an improved understanding of the additional vulnerabilities and risks for young women affected by gangs
- Develop an understanding of legislation, guidance and procedure in relation to CSE
- Have a working knowledge of local referral

#### **National Minimum Standards**

**4** 2, 3, 4, 6, 20, 21

#### **Training Details**

**Language Part of State Language 1 Language 1 The Part of State 1 Language 1 Language** 

**Time:** 10am -1pm

Trainer:





## **Equality Diversity & Identity**

This course is designed to help foster carers fully appreciate the varied backgrounds that young people originate from, the importance of the child's journey and the impact of transition between foster placements and leaving their birth family

## **Learning Outcomes**

- Manage diversity and promote equality
- Tackle discrimination when it occurs
- Confidently discuss issues of inequality with children/young people and significant others
- Understand the impact placement moves and foster care have on a child's identity
- Advocate that the needs, rights and views of the child or young person are at the centre of all practice and provision.
- ♣ Understand the important role foster carers play in promoting identity
- Illustrate how individuality, difference and diversity are valued and celebrated.
- Explore equality of opportunity, issues and promote anti-discriminatory practice.
- Define and promote social inclusion and advancement of children and young people. Closing the gap in education and employment
- Reflect on the different types of prejudice and discrimination which can affect children and young people in care.
- Outline why it is important to provide care which respects and preserves each child's protected characteristic as defined by the Equality Act 2010
- Illustrate how you support and encourage children and young people to develop skills to deal with discrimination, enhance self-worth and make a positive contribution.

#### **Training Details**

**♣ Date**: 14<sup>th</sup> May 204

**4** 23<sup>rd</sup> September 2024 **4** 3<sup>rd</sup> December 2024

**∔** ↓ Time:

♣ Time: 10am – 1pm ♣ Trainer: L&A Training





## Do you want to be a Haringey Foster Carer?

As a foster carer you have knowledge of the expectations, challenges and great rewards fostering can bring. We know you have first-hand knowledge of what it takes to be a foster carer.

If you know a friend or family member, that will make an excellent foster carer refer to our recommendation scheme. It is a great way to introduce friends and family to fostering.

As a Haringey Foster Carer you will receive £500 when you refer a friend or family member once they have had their first placement, as a Haringey Foster Carer. Inspire a future foster carer and contact us on...

Telephone: 0208 489 3754

Email: fosteringrecruitment@haringey.gov.uk

