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**Fostering Payment for Skills**

**Updated September 2022**

(Previously revised 2014,2015, amended to include connected person/kinship Carer January 2016 and Therapeutic Carers 2020, updated January 2021)



**INTRODUCTION**

Stoke on Trent City Council introduced a revised career progression scheme for general foster carers with effect from 30th July 2012. The scheme applied to all general foster carers offering family based care to Stoke on Trent children. From 1st January 2016 the scheme was widened to include Family and Friends (connected) foster carers who agree to engage in the same level of professional development as their general fostering peers.

**PRINCIPLES**

The ‘Payment for Skills Scheme’ must be consistently applied, explicit in its requirements and standard and be fair in reducing anomalies in level of payment.

The scheme is based upon the belief that carers should be paid as a result of their skill rather than the perceived needs of children placed with them (although this can be considered). The acquisition of the skills they require, and the subsequent maintenance of these skills, will be checked via regular examination of the evidence of their on-going training and development, including the completion of the relevant competency documents such as portfolios and personal development plans.

It is expected that all foster cares will engage in on-going training and development as part of their role and registration, regardless of the type of fostering they are approved for. This falls in line with the National Minimum Standard for Fostering 2011.

**SCHEME PARAMETERS**

Newly approved general, short break, emergency and respite foster carers will receive a skills payment to the household (not individual carers) from the star of their first placement following panel. Or, in the case of family and friends’ carers who qualify for the scheme following their approval at panel, a payment will be made from the date they complete all necessary training (if this has not been completed pre-approval).

An additional amount is also added to the payment at each skills level for up to two additional children placed in the household, so as to acknowledge those foster carers who have multiple placements.

Foster carer’s level of skill, and therefore their skills payment, will be revised on an annual basis in line with their annual review of registration. A decision will be made as to whether the carer’s skills level has been maintained, increased or reduced.

There are three levels of skills for which the fostering service will reward payment. These are clearly indicated in section 4, along with guidance in relation to how each level is achieved and maintained.

**PAYMENTS to General Respite, Family and Friends Foster Carers**

The ‘Payment for Skills’ scheme is based on three levels of payment (per qualifying fostering household) for General and Family & Friends Foster Carers. As stated below, this includes a small additional payment in recognition of multiple children placed. Amounts stated represents the weekly payment available. Payments given are the amount per week (7 days).

**SKILLS LEVEL 1**

|  |  |  |  |
| --- | --- | --- | --- |
| **For x1 child** | **For x2 children** | **For x3 children** | **For x4 children** |
| £90 | £100 | £110 | £120 |

**SKILLS LEVEL 2**

|  |  |  |  |
| --- | --- | --- | --- |
| **For x1 child** | **For x2 children** | **For x3 children** | **For x4 children** |
| £180 | £200 | £220 | £240 |

**SKILLS LEVEL 3**

|  |  |  |  |
| --- | --- | --- | --- |
| **For x1 child** | **For x2 children** | **For x3 children** | **For x4 children** |
| £270 | £300 | £330 | £360 |

Foster carers providing respite or emergency care (that is not classified as a ‘short break’ for a child with a disability), are paid a skills level on a pro-rata basis. The following sum will be undertaken by the carers payments team to calculate the amount of skills level payment for each period of respite.

**Skills Level Payment (1,2 or 3) and number of children**

**÷**

**7**

**Amount of Skills Payment to be awarded for the respite period**

**x**

**Duration of Respite (by number of days)**

**=**

**PAYMENTS to Short Breaks Foster Carers**

Short break foster carers for children with disabilities (previously known as ‘Family Link Carers’) do not receive a separate ‘skills payment’ on top of their fostering maintenance allowance (see separate ‘guide to fostering allowances’ for details of pay rates given to short break carers).

A short break fostering allowance is paid at a higher rate, in recognition of the additional skill and experience required by the foster carers providing this level of care. And the irregularity of the periods of care required.

All short break arrangements are made via social work applications through a short breaks panel and approval by senior managers only.

Although there is not a separate ‘Skills Level’ for short break foster carers, such households will be required to complete pre-approval training, specific training within their first year of fostering, and ongoing training and development to maintain their registration each subsequent year they are approved as a short break carer. See paragraph 9 and 10 for specific information for short break foster carers.

**PAYMENTS FOR SUPPORT CARE**

Payments made to a foster carer for supporting children outside or inside the home but not as a placement, in line with the local authority’s request. These payments will be made at an hourly rate of £12 per hour, these are at managers discretion and can be increased based on the complexities of the situation.

**FOSTERING FOR ADOPTION**

Payments for foster carers who are fostering children with a view to adoption will be paid the allowance only for the child based on the child’s age. There will be no additional payments made unless at the discretion of a manager on an individual basis.

**SKILLS LEVEL 1**

(General, Respite, Family and Friends Foster Carers) entry to level 1 will depend on the foster carers meeting the following criteria:

1. Being approved as a foster carer via Stoke on Trent City Council Fostering Panel
2. Have completed the ‘Skills to Foster’ preparation training. *(All approved foster carers)*
3. Have completed x4 workshops:
4. Record Keeping
5. Behaviour Management and Safer Caring (All approved foster carers)
6. Working with the Fostering Service
7. Complaints, Allegations and Minimising Risk (All approved foster carers, renewed every 3 years)
8. Have a First Aid certificate for children (All approved foster carers- renewed every 3 years)
9. Have completed the Safeguarding Children Board’s ‘Awareness of Abuse and Neglect’ course (All approved foster carers, to be completed every 3 years face to face)
10. Completed and signed a professional development plan for the current 12 months of approval.

To maintain registration, it is expected that all foster carers will progress to skills level 2 by the end of their first year of fostering. It is acknowledged that there may be exceptional or extenuating circumstances which may delay the completion of the requirements to progress to level 2. This should be discussed with the supervising social worker before the foster carer’s annual review.

To maintain registration, it is expected that all foster carers will progress to level 2 by the end of the first year of fostering. It is acknowledged that there may be exceptional or extenuating circumstances which may delay the completion of the requirements to progress to level 2. This should be discussed with the supervising social worker before the foster carer’s annual review.

**SKILLS LEVEL 2**

Entry to level 2 will depend on the foster carer(s) meeting the following requirements:

Foster carers have completed the following training courses:

1. Contact and working with birth families
2. Stoke Speaks Out or Love Is Not Enough
3. Impact of transitions on children and foster carers
4. De-Escalation (*Required for foster carers for children aged 7 years old and over, optional for foster carers for younger children*)
5. Attend a minimum of x3 out of x4 Quarterly Catch Up (nb*: attendance is counted per quarter not per session, i.e. attendance at a morning and evening session in the same quarter will only qualify as x1 quarterly catch up attended. Attendance must be for the full session, usually 2 hours, or attendance will not count*)
6. Have completed their Training, Support and Development (TSD) Standards Portfolio
7. Have completed all additional training identified in their personal development plan (PDP) written with the supervising social worker.
8. Have attended at least x2 support groups relevant to their approval range or placement type, this can be the same support group.
9. Have a positive annual review.

Nb. *So long as the criteria above have been met, progression to skills level 2 will be awarded from the anniversary of the foster carers’ initial registration. Where there has been a delay in submission of the TSD portfolio, or completion of training courses required that takes the carer past this date, progression would be awarded from the date of completion of the work required. In the case of the portfolio, this is assuming that the portfolio does not require further revision or submissions by the foster carer.*

**SKILLS LEVEL 3**

Progression to Skills Level 3 can only be considered if the following criteria have been met:

1. Foster carers have achieved a Level 3 Diploma for Children and Young People Work Force (or NVQ Level 3 equivalent)
2. Have completed the Love Is Not Enough (LINE) training (if not completed in the first year)
3. Completed Child Development
4. Completed Valuing Diversity
5. Foster carers have at least x2 years’ experience as a registered foster carer.
6. Foster carers are prepared, if asked, to support the Fostering Service in additional activities e.g. Recruitment/Training/Mentoring (Buddying)
7. Have completed all additional training identified in their personal development plan (PDP) written with the supervising social worker.
8. Have attended at least x2 support groups relevant to their approval range or placement type.
9. Attended a minimum of x3 out of 4 Quarterly Catch Up (nb*: attendance is counted per quarter not per session, i.e. attendance at a morning and evening session in the same quarter will only qualify as x1 quarterly catch up attended. Attendance must be for the full session, usually 2 hours, or attendance will not count*)
10. Have had a positive annual review

Nb: *Should a foster carer achieve their Diploma in the months following their annual review, consideration will be given to awarding progression to level 3 at that time rather than waiting until the following annual review, providing all other skill level 3 criteria have been met. Level 3 can also be considered if a carer has been approved with Stoke-On-Trent City Council for 10 years with positive annual reviews achieved. This is at managers discretion.*

**PROGRESSION TO HIGHER SKILL AND LEVEL PAYMENTS**

Progression and maintenance of skills level, will firstly be assessed and recommended by the supervising social worker, who will ensure that evidence submitted demonstrates the criteria set out within this policy.

Following the supervising social worker being satisfied that the foster carer has met the criteria for entry, maintenance or progression, their recommendation will be submitted to a fostering manager for endorsement, as part of the supervising social worker annual review report. For progression, an additional supporting statement will be required from the social worker for training and development.

**MAINTAINING SKILLS LEVEL AND PAYMENTS**

For newly approved foster carers, it is expected that in order to maintain their registration, they will progress to skills level 2 by the end of their first year of fostering. It is acknowledged that there may be exception or extenuating circumstance that could impact on this. As such, any concerns that the expectation will not be met should be discussed with the supervising social worker as early as possible.

For those carers who have achieved Skills Level 2 and wish to maintain this, they will be required to do the following in the second year of fostering:

* Complete a minimum of x4 training courses offered by the fostering service (x2 could be online if Love Is Not Enough has been completed). If LINE training is not completed at previous skills level it must be completed in this year.
* Complete Child Development
* Complete Valuing Diversity
* Attend a minimum of x3 out of x4 Quarterly Catch Up (nb*: attendance is counted per quarter not per session, i.e. attendance at a morning and evening session in the same quarter will only qualify as x1 quarterly catch up attended. Attendance must be for the full session, usually 2 hours, or attendance will not count*)
* Complete all training identified in your personal development plan
* Attend at least x2 support groups relevant to the foster carer role and approval range.
* Have a positive annual review of registration

For those carers who have achieved Skills Level 3 and wish to maintain this, they will be required to do the following:

* All points raised above in relation to maintenance of skill level 2 complete a minimum of x 4 courses offered by the Fostering Service as discussed with your SSW and noted on your PDP
* Attended a minimum of x 3 out of 4 Quarterly Catch Up (nb*: attendance is counted per quarter not per session, i.e. attendance at a morning and evening session in the same quarter will only qualify as x1 quarterly catch up attended. Attendance must be for the full session, usually 2 hours, or attendance will not count*)
* Complete all additional training identified in your personal development plan.
* Attend at least x2 support groups relevant to the foster carers’ role and approval range.
* Have a positive annual review of registration.
* Be prepared to support the Fostering Service, if asked, in additional activities e.g. Recruitment/Training/Buddying.

A failure to meet the requirements for the maintenance of skills level will result in a reduction in skills level and therefore payments, or withdrawal of payment if the carer is at the lowest level of payment or fails address the deficit in professional development with and agreed period of time which will be determined on a case by case basis. If there is any dispute regarding the maintenance of skills level payments, the reduction or removal of skills level payments or decisions around progression, the foster carer can access the arbitration process below.

**SHORT BREAKS ONLY FOSTER CARER- FIRST YEAR OF APPROVAL**

It is expected that all short break and respite foster carers will complete the training set out below by the end of their first year of fostering.

* Child Development
* Stoke Speaks Out or Love Is Not Enough
* Valuing Diversity
* De-Escalation Training (Required for foster carers for children over 7 years old, optional for foster carers of younger children)
* Attend a minimum of x2 out of x4 Quarterly Catch Up (nb*: attendance is counted per quarter not per session. i.e. attendance at a morning and evening session in the same quarter will only qualify as x1 quarterly catch up attended. Attendance must be for the full session, usually 2 hours, or attendance will not count*)
* Have completed their Training, Support and Development (TSD) Standards Portfolio
* Attend a minimum of x3 out for x4 Carers with Disabilities Support Group or a support group relevant to the children you care for.
* Have completed Safeguarding the Disabled Child
* Have completed all additional training identified in their personal development plan (PDP) written with the supervising social worker.
* Have had a positive annual review

It is acknowledged that there may be exceptional or extenuating circumstance which may delay the completion of the requirements. This should be discussed with the supervising social worker before the foster carers annual review.

**SHORT BREAKS AND RESPITE ONLY FOSTER CARERS – MAINTAINING APPROVAL**

After the initial years training requirements have been met, foster carers approved for short break and respite only will be required to maintain the following professional development expectations for each year they continue to be approved:

* Attend a minimum of x2 out of x4 Quarterly Catch Up (nb*: attendance is counted per quarter not per session. i.e. attendance at a morning and evening session in the same quarter will only qualify as x1 quarterly catch up attended. Attendance must be for the full session, usually 2 hours, or attendance will not count*)
* Complete all additional training identified in your personal development plan.
* Attend a minimum of x3 Carers of Children with Disability Support Group
* Have a positive annual review of registration.

**THERAPEUTIC FOSTER CARERS – PRE-APPROVAL TRAINING**

1. Be approved as a foster carer via Stoke on Trent City Council Fostering Panel
2. Have completed the ‘Skills to Foster’ preparation training. *(All applicant foster carers)*
3. Have completed x4 workshops: Record Keeping - Behaviour Management and Sager Caring (All approved foster carers) - Working with the Fostering Service - Complaints, Allegations and Minimising Risk (All approved foster carer, renewed every 3 years)
4. Have a First Aid certificate for children (All approved foster carers- renewed every 3 years)
5. Have completed the Safeguarding Children Board’s ‘Awareness of Abuse and Neglect’ course (All approved foster carers, to be completed every 3 years face to face)
6. Completed and signed a professional development plan for the current 12 months of approval
7. Completed a full day training with the psychologist from Changing MINDS

**First year of approval all Therapeutic Foster Carers must complete:**

* Attended all 4 Quarterly Catch Up (nb*: attendance is counted per quarter not per session, i.e. attendance at a morning and evening session in the same quarter will only qualify as x1 quarterly catch up attended. Attendance must be for the full session, usually 2 hours, or attendance will not count*)
* Have attended Contact and Working with Birth Families
* Have attended The Impact of Transitions
* Have attended one full day training with Changing MINDS (All approved foster carer)
* Have attended a Therapeutic Support Group with Changing MINDS (encouraged to attend fostering support groups)
* Attend Bi Monthly training sessions with Changing MINDS (All approved foster carers)
* Have completed any other training identified by Changing MINDS or the SSW as written in the PDP
* Have had a positive review.

**Second year of approval Therapeutic Foster Carer must complete:**

* Attended all 4 Quarterly Catch Up (nb*: attendance is counted per quarter not per session, i.e. attendance at a morning and evening session in the same quarter will only qualify as x1 quarterly catch up attended. Attendance must be for the full session, usually 2 hours, or attendance will not count*)
* Have attended a Therapeutic Support Group with Changing MINDS (encouraged to attend fostering support groups)
* Attend Bi Monthly training sessions with Changing MINDS
* Have completed Valuing Diversity
* Have completed any other training identified by Changing MINDS or the SSW as written in the PDP
* Had a positive review

**To maintain Therapeutic Foster Carer status the following must be completed each year review date to review date.**

* Attended all 4 Quarterly Catch Up (nb*: attendance is counted per quarter not per session, i.e. attendance at a morning and evening session in the same quarter will only qualify as x1 quarterly catch up attended. Attendance must be for the full session, usually 2 hours, or attendance will not count*)
* Have attended a Therapeutic Support Group with Changing MINDS (encouraged to attend fostering support groups)
* Attend Bi Monthly training sessions with Changing MINDS (All approved foster carers)
* Attend one fostering training as identified by the SSW
* Have completed any other training identified by Changing MINDS or the SSW as written in the PDP
* Had a positive review

**ARBITRATION PROCESS**

In the event of an application for progression or maintenance with the Payment for Skills scheme not being supported by the supervising social worker, and/or the Fostering Team Manager, and attempts to reach a resolution are unsuccessful, an arbitration meeting will be convened by the Fostering Service Manager. Minutes will be taken at this meeting detailing the evidence or requirements in dispute and any recommendations for actions to address these, including time-scales for review. Minutes will be distributed to all involved. Should this process fail to reach a resolution or agreement, the foster carer will be given 28 days in which to appeal the decision in writing. The written appeal, along with the following documents, will be submitted for consideration to the Strategic Manager for Fostering and Adoption who will make a final decision on the matter:

1. The last Foster Carer Review
2. The minutes of arbitration meeting and
3. A report from the supervising social worker

The foster carer will be informed of the decision made by the Strategic Manager in writing. Should the foster carer continue to disagree with the decision, they may access the complaints procedure.

**SKILLS LEVEL PAYMENTS DURING PLANNED RESPITE** (for the foster carer with whom the child is NOT placed during the period)

Where respite is agreed to support the stability of a placement at either the Placement Planning Meeting, a child/young person’s statutory review or as a result of the Placement Review Meeting, the skills fee will continue to be paid during the respite period for a maximum of x2 weeks. The fostering allowance for the children will not be paid, as this will be awarded to the fostering household caring for the child on respite.

Nb: The Skills fee will only continue to be paid if the foster carer goes on holiday without the child if it is part of the placement plan, i.e. agreed by the fostering manager and social worker.

**RETAINER PAYMENTS**

Skills Level Payments will continue to be paid if the child/young person is living elsewhere under the following circumstances, and it is appropriate for the placement to remain available, which is determined by a social worker manager.

* A child is missing for more than 24 hours. The skills fee will be paid until the placement is terminated or the child is placed elsewhere.
* A child is being rehabilitated home or being introduced to a foster carer or adopter.
* A child is being rehabilitated home. In such circumstance the skills fee can continue to be paid for one week unless approval has been given by the Fostering Service Manager to extend the skills payment for a maximum of one month **AND** the foster carer has no other children in placement.

**NO PLACEMENT PAYMENT** (available to general foster carers only)

When a general foster carer has no children in placement because the service is unable to fill the vacancy and the carer has demonstrated their availability to foster, the skills fee can be paid for up to 4 weeks in a 12-month period. This can be requested by the foster carer, via their supervising social worker, at any point during the time that they have a vacancy. This must be endorsed by the Fostering Service Manager.

**PAYMENT DURING SICKNESS** (available to general foster carers only)

In the case of a certified sickness that results in a carer being unable to offer a foster placement, or a child having to move out of placement, the skills payment can continue to be paid for up to 3 months in a 12-month period, during the time a vacancy remains as result of sickness.

Should x2 or more periods of sickness occur that affected foster carers ability to provide a placement with the same 12-month period. The two or more periods together exceed 3 months in total, additional payments will not be granted.

In the case of a foster carer having to take a break from fostering due to sickness, further health assessments may be required and the advice of the medical adviser sought in relation to the impact of the foster carers illness on their ability to foster.

**PAYMENT DURING SUSPENSION FOLLOWING AN ALLEGATION**

If a carer’ is “suspended” following an allegation, the skills fee will continue to be paid (up to a maximum of 3 months) until a panel recommendation is ratified in relation to whether they are re-installed as foster carers.

**AUTOMATIC/EARLY PROGRESSSION TO A HIGHER SKILLS LEVEL**

In certain cases, due to newly approved foster carers having prior fostering experience and relevant qualifications, it may be appropriate for them to enter the scheme at skills level 2.

The following criteria would have to be met for a foster carer to be eligible:

* They have transferred over to Stoke on Trent Fostering Service from another agency/local authority where they were approved.
* They have undergone successful assessment and approval with Stoke on Trent Fostering Service.
* They have a least a year fostering experience (12 months)
* They have completed the TSD induction portfolio with an agency or other local authority Fostering Service.

Foster carers with over 2 years’ experience with an agency or other local authority fostering service, who have completed a level 3 diploma for Children and Young People Workforce (or equivalent) will also be eligible for skills level 2. After a period of 6 months experience of caring for children with Stoke on Trent Fostering Services, a review of the carers’ performance will be undertaken with a view to progressing to skills level 3.

Review of performance at 6 months with Stoke on Trent Fostering Service will include consideration of the carers’ commitment to on-going professional development. As such, they will have had to have attended at least x2 training coursed relevant to their approval age and x2 quarterly catch up sessions.

Foster carers’ with more than 2 years fostering experience with an agency or other local authority fostering service, who have a qualification recognised by CACHE (Council for Awards in Care, Health and Education) such as NNEB, will be able to be considered for progression to skills level 3 without have to complete the full Diploma for Children and Young Peoples Workforce. Discussions with the Social Worker for Training in order to make arrangements for the foster carer to complete specific units in social care fostering.

Foster Carers (also with 2 years fostering experience) who have completed their Diploma for Children and Young People Workforce in another setting such as Residential Care will also be expected to compete fostering units prior to being considered for progression to Skills Level 3, after at least 6 months fostering with Stoke on Trent Fostering Service. This is at managers discretion.

**PERSONAL DEVELOPMENT PLANS (PDP’s)**

All foster carers are expected to engage in continuing professional development. Prior to a fostering panel, prospective foster carers will have discussed their learning need with their assessing social worker. This should be formalised in a personal development plan.

Following this, prior to every subsequent annual review of registration, supervising social workers will repeat this process, meeting with the carer to consider any learning needs and formulating a PDP for the following 12 months.

An example of a PDP can be found in the Appendix. All PDP’s must include clear outcomes and objective in regards to how learning needs will be met, this also must include clear timescales for review.

Throughout the year, it may be that additional learning needs are identified. The PDP should be updated to reflect this.

PDPs will be considered as part of the review of registration and form a part of the decision-making process regarding maintenance or progression to a new skills level. If training that was identifies has not be fulfilled by the end of the 12 months period, skills level may not be able to be maintained, as stated above.

**TRAINING, SUPPORTING & DEVELOPMENT (TSD) STANDARDS PORTFOLIO**

Foster carers completing their TSD portfolio as part of their first 12 months (18 months for Family and Friends Foster Carers) of fostering will be required to submit their work, via their supervising social worker, before their annual review. Supervising social workers will then review the portfolio before its submission to the Fostering Training Social Worker.

`Spot checks` on at least x4 different pieces of evidence will be completed within x4 weeks of submission, before the portfolios are endorsed or `signed off` as complete. Should it be that evidence is deemed to be lacking or needs to be developed, foster carers will be encouraged to revise their portfolio with the support of their supervising social worker and resubmit within one month, in time for their annual review, unless otherwise agreed.

**Standard 20.3, National Minimum Standards**

<https://www.gov.ul/goverment/uploads/system/uploads/attachment_data/file/192705/NMS_Fostering_Services.pdf>

**EXPECTATION OF TRAINING DURING THE COMPLETION OF THE DIPLOMA**

The additional pressure of undertaking independent adult learning, alongside the fostering role, is not insignificant. In recognition of this, the expectations placed upon foster carers completing their diploma will be tailored to their individual needs. This will be reviewed as part of the PDP which must involve discussions the foster training social worker.

It is still expected that all foster carers undertaking the Diploma attend at least 3 out of 4 quarterly catch up sessions, though expectations around attending training coursed may vary.

**QUARTERLY `CATCH UPS`**

There will be 2 face to face catch up’s and 2 online catch up’s per annum for all foster carers to attend, these will be delivered every 3 months. The Fostering Service will gather their carers together for the purpose of updating them and receiving feedback on the fostering service. These sessions are an excellent opportunity to connect with other carers, staff members and guest speakers relevant to the fostering role. As such, it is hoped that foster carers will wish to engage in every catch-up session which are on two occasions per quarter. In the morning and one in the evening to maximise the opportunity for carers to attend.

As each session relates to the professional role of fostering and will include training element, it is not appropriate for foster carers to bring children along (unless agreed prior), regardless of their age. Foster Carers should ensure that appropriate child care arrangements have been made with their support network. If there are any difficulties with this, carers should speak to their supervising social worker regarding alternate child care arrangements or they may wish to attend the online sessions.

Face to face sessions run for approximately 1.5 hours, including an opportunity to network and enjoy refreshments together. Online sessions will run for approximately one hour. To qualify as having attended a quarterly catch up session foster carers must stay for the duration, though are not expected to stay after presentations are over. Should a carer leave early from a session, attendance will not count.

**TRAINING OFFERED** (by the Fostering Service & Safeguarding Board)

It is acknowledged that learning takes place in a variety of setting outside of formal training courses. However, each year it is expected that as part of the Foster Carers` PDP, they will engage in formal training courses, offered by the Fostering Service or Safeguarding Children Board, with a clear balance of classroom and online based courses. This is to ensure that foster carers benefit from the learning environment created by gathering together, not just completing all their training remotely online.

**PERSONAL DEVELOPMENT PLAN (PDP)**

|  |  |
| --- | --- |
| **Name (s) of Carers (s)** |  |
| **Liquid Logic Number (s)** |  |
| **Foster Carer Approval and Preference:**  *(include type, numbers of children and age preference)* |  |
| **Date of this PDP:** |  |

|  |  |  |
| --- | --- | --- |
| **Learning Need/What do I need to develop?** | **How do I intend to do this?** | **When by?**  *(Date must be prior to the next annual review)* |
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