



FOSTER CARE TRAINING, LEARNING & DÉVELOPPEMENT BROCHURE



sandwellchildrenstrust.org





Welcome &
Introductions



Our Expectations
Our Training Offer
Training Support &
Development Standards



Group 1 - Core Training



Group 2 -
Developmental Training



Group 3 -
Developmental Training
Ages 0-5



Group 4
Developmental Training
Ages 6-10



Group 5
Developmental Training
Ages 10-16



Group 6
Specialist Training



Training with Our Partners
Self- Directed Learning
e-Learning for Children
Useful Informaion



Welcome & Introduction



At Sandwell Children's Trust we consider our training to be a crucial part of the support we offer to both our mainstream and connected foster carers. This training offer is one of the cornerstones of support and is the hallmark of a good Fostering Service. As well as supporting your learning and development, we hope that you find the programme interesting and aspirational.

Fostering can be challenging and requires you to have all the tools to help you support the placement and offer a loving home to children who need it most. The more training you can access the more skills and experience you gain, not only does this enable you to offer a home to a wider range of children with different needs, it also enables you to move through the levels of progression.

We have introduced new courses this year which highlights the direction in which we will support your learning & development with a greater understanding of Trauma Informed Care.

I would encourage you to look through the pages and plan your training and attendance with your supervising social worker as part of your personal development plan, any training completed will also contribute positively to your annual review.

I would like to take this opportunity to thank you for the commitment and care you provide on a daily basis for our children and young people.

Kate Mullinder

Head of Service Children in Care,
Care Leavers & Fostering



Our Expectations

The national minimum standards for Foster Carers require all Carers to have a Personal Development Plan (PDP) and participate in on-going learning and development.

It is expected that All Carers in the household (including your partner, if you have one), will be expected to complete “Core Training” every 3 years. This can be completed face-face, or as e-learning via The Foster Care Training Hub.

Following your first review, you will be supported to attend “additional training” each year. There is an expectation that you can evidence at least 3 learning opportunities that enable you to improve outcomes and safeguard children. At each annual review thereafter you will need to evidence the training you have undertaken during the year, what you have learned from your training and how this learning has improved outcomes for children.

You will be supported and your training needs will be discussed as part of supervision with your supervising social worker. You must maintain an ongoing training and development portfolio demonstrating how you will meet the skills required of you by the fostering service to maintain your fostering approval

Reflective practice is of vital importance to all professionals, including foster carers and will ensure that the training you receive can be put into practice when working with young people. It will support you to develop and think about different ways of working as well as looking back on what you have done previously. A reflective learning log is available from your supervising social worker or you can e-mail: training_sct@sandwellchildrenstrust.org

Non-Attendance at Training Courses

Whilst we understand that you will try your best to attend training, we also understand at times there may be emergencies and you can't attend a session that has been booked. Please contact us as soon as possible if you need to cancel your place, to enable us to offer this place to someone else.

Training Hub

We have teamed up with The Social Care Training Hub to bring you over 150 online training courses at intermediate and advanced levels.. If you would like to access any of these courses, please follow the steps below:

- If you haven't got an account, please e-mail: training_sct@sandwellchildrenstrust.org and we will create one for you. Please don't create an account for yourself as you may get charged to access the training.
- If you already have an account:, click on following link to view what is available, www.thefostercaretraininghub.co.uk



Our Training Offer

We appreciate that our foster carers will have different approaches to learning and we are continuously revising our ways of developing our carers. We will continue to offer training face-face and virtually via MS Teams as well as e-learning via The Foster Care Training Hub so that you have a choice of how you would like to complete your training.

Our online training offer has become more appealing as we endeavour to ensure our carers are able to access continuous professional development at a time that suits them.

Working in partnership with The Foster Care Training Hub we are able to offer you over 150 e-learning modules at both intermediate and advanced levels and although some of this e-learning is optional, it will support your professional development and help you to improve outcomes for the children and young people in your care.

We are happy to offer some of these e-learning courses to family members within your household to support their personal development.

There are **30 e-learning modules aimed at children & young people age 10 upwards**, these are available for both looked after children and birth children and can be completed by themselves or with the support of an adult.

Please ensure that your choice of courses are made in collaboration with your SSW and forms part of your supervision and your Personal development Plan.



Training Support & Development Standards (TSD)

All Foster Carers are required to complete the Training, Support and Development Standards within 12 months (18 months for Connected Foster Carers) of becoming approved. The 7 Training, Support and Development Standards (TSD) form part of a foster carer's induction into the role and then become part of your Continuing Professional Development. The TSD provide a national minimum benchmark that sets out what Foster Carers should understand throughout their career.

We appreciate the role of a foster carer is very important and provides much needed support and security for vulnerable children in enabling their successful transition into independent life. We will continue to focus on the 'Training, Support and Development' (TSD) standards that you, as foster carers, are required to achieve.

Foster Carers must evidence all of the standards under each of the following seven headings.

Standard 1: Understand the principles and values essential for fostering children and young people

Standard 2: Understand your role as a foster carer

Standard 3: Understand health and safety, and health care

Standard 4: Know how to communicate effectively

Standard 5: Understand the development of children and young people

Standard 6: keep children safe from harm

Standard 7: Develop yourself

For more information on TSD's visit: www.gov.uk



Core Training



We have developed a number of mandatory training courses which are essential for all carers.

Mainstream and connected carers must complete these within the first 12 months of approval. All carers must complete Core Training every 3 years.

1. Paediatric First Aid (Face-Face)
2. Safeguarding Children Level 2 (Training Hub)
3. Equality, Diversity & Cultural Competence (Training Hub)
4. Risk Management & safer Caring (Training Hub)

We are committed to supporting everyone in utilising training courses to develop their skills and knowledge to realise their full potential. As part of our commitment to equality, diversity and inclusion we are keen to encourage participation from all, therefore if you require any support to assist you in accessing these courses please don't hesitate to contact us at:

training_sct@sandwellchildrenstrust.org or speak to your supervising social worker.

Facilities and Reasonable Adjustments

The Trust is happy to consider any reasonable adjustments you may have. Please let us know in advance if there are any arrangements that need to be made on your behalf.

Evening and Weekend Courses

We understand that due to work and other commitments, sometimes it may be difficult to attend training during the day and on weekdays. Therefore in order to make our training more accessible to all, we are working closely with training providers to ensure core training is also available (where possible) on an evening and weekend.

Dates and times of all our training are subject to changes.

Please ensure you receive confirmation from the L&D team confirming you have been booked onto a course and you have received the link to join or address of the venue to attend.



Group 1 – Core Training

We have developed a core offer of what we consider to be essential learning for ALL carers.

Mainstream & Connected Carers must complete these within the first 12 months of their Fostering journey.

All carers must complete Core Training every 3 years

Mandatory Training for ALL carers in the household

- Paediatric First Aid Module 1
- Safeguarding Level 2 (Training Hub)
- Equality, Diversity & Cultural Competence (Training Hub)
- Risk Management & safer Caring Training Hub)



Paediatric First Aid - Module 1

Overview:

In order for Children & Young People to be safe in your care, it is essential that you know how to manage an infant/child in an emergency and with suspected injuries and/or illness safely and promptly.

Objectives:

- Understand the role and responsibilities of the paediatric first aider
- Be able to assess an emergency situation safely
- Be able to provide first aid to an infant/child in a variety of different emergency situations

This training must be completed face-face. We have a variety of weekday, evening and weekend courses available. Please e-mail the training team for details: Training_SCT@sandwellchildrenstrust.org



Safeguarding Children Level 2

Overview:

This course has been designed to give all practitioners and carers an understanding of safeguarding and what it means for children who are looked-after. It will allow practitioners and foster carers to understand the legal underpinnings of safeguarding and all the policies and procedures that inform their work.

Advanced safeguarding requires that practitioners and carers have an understanding of concepts such as professional curiosity and respectful uncertainty – and that must go alongside a comprehensive understanding of the domains of abuse. This course will also allow practitioners to understand newer safeguarding concerns, such as sexual and criminal exploitation.

Carers will also be given an understanding of dealing with a child's disclosure.

Objectives:

- To understand what safeguarding is
- To explore the legal principles underpinning safeguarding
- To recognise what professional curiosity in safeguarding is
- To recognise the domains of abuse
- To explore CSE and CCE
- To be aware of how to deal with disclosure

This training is available on The Foster care Training Hub. If you have an account please log in using this link:
<https://thefostercaretraininghub.com/>
If you don't have an account please e-mail
Training_SCT@sandwellchildrenstrust.org



Equality, Diversity & Cultural Competence

Overview:

This course is designed to help foster carers fully appreciate the varied backgrounds that young people originate from. It also covers the need to respect and promote each child and young person's unique personality, social circumstances, and cultural background, including aspects of discrimination.

Objectives:

- Understand what equality & diversity means
- Identify ways that people are different
- To learn how to manage diversity and promote equality
- To reflect on the different types of prejudice and discrimination that can affect children and young people in care
- To consider how to support children and young people to deal with discrimination
- Understand why it is important to provide care which respects and preserves each child's ethnic, religious, cultural and linguistic background.
- Demonstrate how you support and encourage children and young people to develop skills to deal with discrimination, enhance self-worth and make a positive contribution.

This training is available on The Foster care Training Hub. If you have an account please log in using this link:
<https://thefostercaretraininghub.com/>
If you don't have an account please e-mail
Training_SCT@sandwellchildrenstrust.org



Risk Management & Safer Caring

Overview:

There's always going to be risks. It's impossible to be completely risk-averse. Because of this, carers need to be smart when it comes to managing that risk. This course enables carers to understand the nature of risk and to develop knowledge and confidence to assess and manage the risks that are an inevitable part of their work

Objectives:

- To know the meaning of safer caring
- To explore safer caring scenarios
- To be aware of delegated authority
- To know how to minimise the risk of allegations

This training is available on The Foster care Training Hub. If you have an account please log in using this link:
<https://thefostercaretraininghub.com/>
If you don't have an account please e-mail
Training_SCT@sandwellchildrenstrust.org



The ever-growing body of research shows just how critical a child's early experiences are to their development. These experiences can significantly impact later life outcomes. The training within this section will support you to focus on building strong attachments and relationships.

Trauma Informed Child development

- Module 1 - Attachment & Child Development - Foundation
- Module 2- Understanding your Child's Behaviour
- Module 3 - Secure Base Training
- Module 4 - Trauma Informed Parenting
- Module 5 - Therapeutic Parenting
- Gathering Life & Memory Work
- How to Support my Own Health & Wellbeing
- Understand the Lived Experience of a Child in Care
- Transitions - New Beginnings and Endings
- Family Time
- Understanding your Role within the Team Around the Child
- Delegated Authority
- Schedule 6 & 7 Notifications
- Managing Allegations

Modules 1-5 must be completed in order



Group 2 – Developmental Training

Module 1 - Attachment & Child Development Foundation

Overview:

Everyone who works with children and young people must have an understanding of attachment and child development in order to promote healthy development and understand the traumatic impact of abuse, separation and loss on a child or young person.

Objectives:

- What is attachment and why is it important – Attachment Theory (Bowlby & Ainsworth, Erikson)
- Understanding stages of attachment – pre birth into early years
- Types of attachment
- Attachment issues
- Trauma and attachment

This training must be completed face-face and in the order stated within this group. We have a variety of dates available, please e-mail the training team for details: Training_SCT@sandwellchildrenstrust.org



Group 2 – Developmental Training

Module 2 - Understanding your Child's Behaviour

Overview:

Module 2 is an interactive group training session where we explore behaviour as part of child development.

We consider practical examples of behaviour that challenges and consider the links to development, trauma and sensory processing.

The objectives of the course are as follows:

- Recap on child development and attachment
- Child development in detail
- What to expect – physical and emotional milestones through the ages
- Brain development – “help or hindrance”
- Underlying cause and function of behaviour
- Understanding the prevalence and impact of adverse childhood experiences, and how these can be counteracted by positive childhood experiences
- Environmental impact

This course also provides an introduction into Module 3 - Trauma Informed Parenting.

This training must be completed face-face and in the order stated within this group. We have a variety of dates available, please e-mail the training team for details: Training_SCT@sandwellchildrenstrust.org



Module 3 - Secure Base Training

Overview:

The Secure Base model provides a positive framework for therapeutic caregiving which helps infants, children and young people to move towards greater security and builds resilience. The model focuses on the interactions that occur between caregivers and children on a day to day, minute by minute basis within the caregiving environment. But it also considers how those relationships can enable the child to develop competence in the outside world of school, peer group and community

Objectives:

- To understand the key principles of attachment and bonding critical for healthy development
- To understand how healthy attachment is facilitated
- To understand the various ways that neglect and abuse negatively influence attachment, and explore the consequent challenging behaviours
- To identify how carers can help children with attachment difficulties
- To explore the five dimensions of the secure base mode

This training must be completed face-face and in the order stated within this group. We have a variety of dates available, please e-mail the training team for details: Training_SCT@sandwellchildrenstrust.org



Module 4 - Trauma Informed Parenting

Overview:

Becoming aware of your own triggers and stress reactions you can start to reduce stress and help a child feel safer and calmer, this results in improving relationships, engagement, confidence and resilience, while increasing participation in learning and reducing challenging behaviours.

Objectives:

- Understand the impact of trauma on children.
- Know how to link challenging behaviours with trauma related changes in the brain.
- Understanding somatic responses to trauma
- Understand how to respond sensitively and therapeutically.
- Know how to create a developmentally appropriate trauma narrative for pre-verbal trauma.
- Understand practical steps to build and nurture resilience in children.
- Understand parenting styles and the impact of these to nurture children who have experienced trauma.

This training must be completed face-face and in the order stated within this group. We have a variety of dates available, please e-mail the training team for details: Training_SCT@sandwellchildrenstrust.org



Module 5 - Therapeutic Parenting

Overview:

Therapeutic Parenting is a nurturing parenting style developed from consistent, empathic, insightful connected responses to a child's distress and behaviours, allowing the child to begin to self-regulate and develop an understanding of their behaviours, and ultimately form secure attachments and minimise the impact of childhood trauma.

Objectives:

- Recap on why children act the way they do, based on their active brain structure and development of the brain
- Understand how to adapt and utilise parenting styles
- Adapt communication, understanding the difference between reaction and response
- How to react appropriately when a child is under stress
- How to build children's resilience and self esteem
- How to support the developing brain to make positive connections
- Help children develop a stable world view

This training must be completed face-face and in the order stated within this group. We have a variety of dates available, please e-mail the training team for details: Training_SCT@sandwellchildrenstrust.org



Ages 0 - 5

- **Transitioning to Adoption**
- **Seeing REAL Through your Child's Eyes**
- **Play, Talk, Read**
- **Managing Challenging Behaviour for Early Years, Key Stage 1 & 2**
- **Total respect - Children's Rights**
- **Total Respect - Communicating with Children & Young People**



Ages 6-10

- Gender Identity
- Managing Challenging Behaviour for Early Years, Key Stage 1 & 2
- Total respect - Children's Rights
- Total Respect - Communicating with Children & Young People
- Total Respect - Promoting Independence



Group 5 – Developmental Training

Ages 10 - 16

- **Caring for and Working with Adolescents**
- **Managing Challenging Behaviour - Adolescents**
- **Total respect - Children's Rights**
- **Total Respect - Communicating with Children & Young People**
- **Total Respect - Promoting Independence**
- **Gender Identity**



Specialist Training

- Understanding ADHD
- Understanding Autism
- Foetal Alcohol Syndrome
- Hair and Skin Care for Black & Ethnic Minority Children
- Safeguarding Children with Disabilities
- Caring for Children with Specific Needs
- Attachment & Child Development - Advanced
- Dyadic Developmental Psychotherapy (DDP) - Level 1
- Dyadic Developmental Psychotherapy (DDP) Level 2
- Paediatric First Aid Module 2
- Paediatric First Aid Module 3



Training with our partners



**Sandwell Children's
Safeguarding
Partnership**

Sandwell Children's Safeguarding Partnership (SCSP) brings together a range of statutory and voluntary organisations working with and for children and young people in Sandwell. Sandwell Children's Safeguarding Partnership believes in an approach that values family life and are working hard to make sure children can achieve their potential within their local communities and in their families.

Sandwell Children's Safeguarding Partnership have a comprehensive face to face and online training offer via a multi-agency approach. To view this training offer visit:

<https://www.sandwellcsp.org.uk/learning-development/>

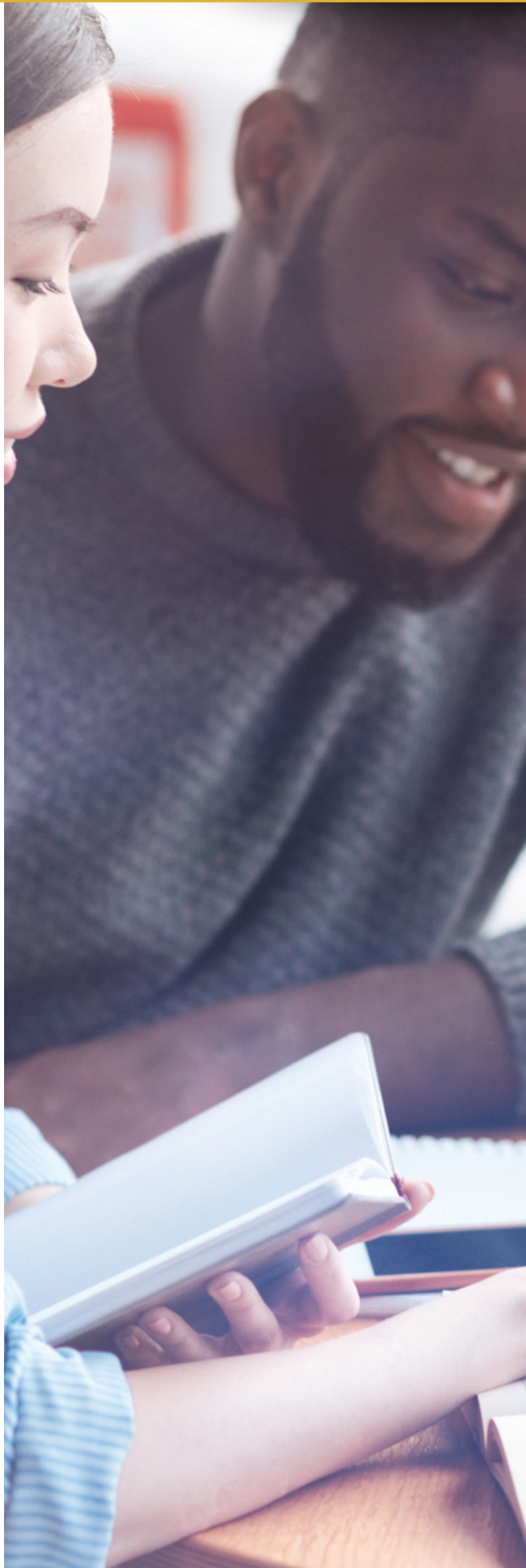
You can book yourself onto any of the training available once you have created an account. Please ensure you attend any training booked with SCSP as non-attendance will incur a fee:

- Charge for non-attendance will be a minimum of £25 per delegate per half day and £50 per delegate per full day non-attendance/late cancellation.

Cancellations are to be made via your online account at least five working days in advance of a course to ensure you are not charged a non-attendance/late cancellation fee, unless you can arrange for another representative from your service area to attend in your place.



Self-Directed Learning



We have teamed up with The Social Care Training Hub to bring you over 150 online training courses at intermediate and advanced levels.

If you would like to access any of these courses, please follow the steps below:

If you haven't got an account, please e-mail: training_sct@sandwellchildrenstrust.org and we will create one for you.

Please don't create an account for yourself as you may get charged to access the training. If you already have an account:

Click on this link below:

www.thefostercaretraininghub.co.uk

- Identify a course that will support your development
- Look at the learning outcomes for that course and decide if it is right for you
- If there is an option for either an intermediate or advanced level, ensure you choose the right level for you
- Discuss with your supervising social worker the benefits of this course and how it will help improve outcomes for the children and young people in your care
- If agreed contact: training_sct@sandwellchildrenstrust.org with your request, you will then receive an e-mail with instructions on how to access the course you have chosen.





THE FOSTER CARE TRAINING HUB

The Foster Care Training Hub offers a number of e-learning modules for children & young people (age 10 and upwards) these can be completed either on their own or alongside an adult and are available for both looked after children and birth children.

Please contact

sct_training@sandwellchildrenstrust.org for more information on how to access these courses

- Self-esteem building in CYP
- Sexualised behaviour
- Why is my sexual health important?
- Understanding labels
- Understanding my rights as a Looked After Child
- What to do when I feel stressed
- What to do when I turn 18
- Who am I? – Personal identity
- Who is Who?
- Why carers get worried when I go missing
- Social networking and internet safety
- Attachments
- Becoming independent for 16-year-olds and young people
- Birth families and social media
- Celebrating difference
- Complaints -What I need to know
- Court appearances & what to expect
- Cyberbullying
- Healthy relationships
- Mental Health in young people
- Leaving care – expectations and support
- LGBT Youth – Be in the know
- Managing anger, emotions, and getting relevant support
- My rights as a care leaver
- Radicalisation
- Safer Caring and Risk Management
- Self-Harm
- Drugs, alcohol & psychoactive substances
- Eating disorders
- Education – rights and entitlements
- Fire safety
- Food safety
- Future focus – Where am I going?
- Gangs and group offenders
- Getting the most out of education
- Health, nutrition and well-being
- Anti-Bullying
- All about sexual abuse and exploitation



Training Locations



Sandwell Council House

Freeth Street
Oldbury B69 3DE



Metsec Building

Broadwell Road
Oldbury B69 4HE



Coneygre Arts Centre

Sedgeley Road East
Tipton, DY4 8UH

**For training enquiries or to book onto training,
contact the Learning and Development Team
training_sct@sandwellchildrenstrust.org**

