

**Ealing Council  
Social Care Training & Development**

# **EALING FOSTER CARERS' TRAINING PROGRAMME**



**April 2023 – March 2024**

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## Welcome

Welcome to the Ealing Foster Carers Core Training Programme for 2023/2024. We are excited to offer you a great package of courses that are accessible to all carers via a variety of platforms, including virtual, in person and eLearning.

## Why do I need training?

In Ealing, we are constantly aiming to provide an excellent service to the children and young people in our care. We consider that taking advantage of training and development opportunities are central to a carer's own development and to achieving this aim. Our courses are designed to prepare, teach, guide, and develop you through your caring experience.

We also need to comply with the National Minimum Standards for Fostering Services that state in the outcome for Standard 20, 'foster carers receive the training and development they need to carry out their role effectively' and that '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'. In addition, we need to comply with the requirement that 'all foster carers, including all members of a household who are approved foster carers, are supported to achieve the Training, Support & Development Standards for Foster Care (Standard 20.2)'.

## What are the benefits of attending training?

By attending training, you will be able to further your development by enhancing your knowledge and skills. You will have an opportunity to discuss areas of common interest and concern and to learn from one another as well as from the trainer. It is important for you to keep up to date with your learning as policies and procedures change.

You will receive a certificate of attendance for any training course that you complete.

## How much training do I need to attend?

This will be dependent on your individual needs. Some carers may need more support than others. But remember, no matter how experienced you are, there is always something new to learn.

Therefore, we provide no upper limit to how much training you can attend. However, as training is such a crucial part of your fostering role, you should be attending at the very least 3 courses per year.

New carers are required to complete the *Training, Support & Development Standards for Foster Care* within the first 12 months of their approval. They must also attend all *Core Training* within their first 2 years of approval.

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.

## What training should I attend?

We understand that everyone's circumstances are different, and the training you attend will change as you develop into the role of foster carer. As a guide, here is a template of the pathway you should ideally follow:

Caring	Essential	Developmental
First Year	<ul style="list-style-type: none"><li>• Training, Support &amp; Development Standards</li><li>• Core Training</li></ul>	
1-2 Years	<ul style="list-style-type: none"><li>• Core Training</li><li>• Foundations for Attachment</li></ul>	<ul style="list-style-type: none"><li>• Further training &amp; development</li><li>• ESCP training</li><li>• AC-Education eLearning</li><li>• Research in Practice</li></ul>
2+ Years	<ul style="list-style-type: none"><li>• Safer Caring training every 2 years</li><li>• Safeguarding training every 2 years</li></ul>	
3+ Years	<ul style="list-style-type: none"><li>• First Aid training every 3 years</li></ul>	

## How do I apply to attend a course?

For all **virtual and in-person training**, bookings are made via our online booking system, Ealing CPD Online, which you can access anywhere over the Internet (smartphone/ laptop/ tablet/ PC).

You can access CPD Online via the following link: <http://fostercare.ealingcpd.org.uk>

Once you have discussed your training needs with your Supervising Social Worker, please book your place via CPD Online. If you do not have access to CPD Online, contact the Social Care Training & Development Team, who will be able to setup an account for you.

If we can offer you a place on a course, we will confirm the details with you approximately 2 weeks before the course is due to take place. If the course is over-subscribed, the Fostering Training Officer will prioritise the applications.

For **eLearn courses**, please book by emailing the Social Care Training & Development Team.

## What about childcare arrangements?

If you need to make childcare arrangements for a foster child to enable you to attend a training course, you can claim babysitting fees on production of a receipt once the course has taken place (please refer to the Foster Carers' Handbook for current rates). Remember that any babysitter you use must be an adult and must have a valid DBS check.

## What about parking?

For in person training, please use any off-street parking available to you. Where no street parking is available, you can claim parking fees for the duration of the training course on production of a receipt. Please arrange this with your Supervising Social Worker.

## How do I cancel a place on a course?

If you are booked onto training which you are no longer able to attend, it is important to let us know. **All cancellations must be made via CPD Online at least two working days (Mon-Fri) before the course is due to run.** This will allow the opportunity for others to attend that may be on the waiting list.

If for any reason you cannot access CPD Online, you can email the Social Care Training & Development Team directly.

## What if I do not attend the minimum training?

We expect that all Ealing foster carers will be able to attend at the very least 3 training courses per year. Under the Ealing Foster Carers' Allowance Scheme this is a requirement for carers to receive the weekly fostering fee. Training and development activities that you have attended will be monitored at your annual review and reviewed by the Fostering Panel or Operations Manager. The fostering fee will not be paid if carers have not attended the minimum of 3 training courses per year.

## Contacts

Social Care Training & Development Team	<a href="mailto:TrainingSocialCare@ealing.gov.uk">TrainingSocialCare@ealing.gov.uk</a>	020 8825 5883
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# Training, Support & Development Standards for Foster Care

## Foster Carers

The Training, Support & Development Standards for Foster Care have been designed to support foster carers through their first year of fostering. The standards set out what foster carers should know and be able to do in a clear way.

There are seven standards in total:

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

**Standard 2:** Understand your role as a foster carer

**Standard 3:** Understand health and safety, and healthy care

**Standard 4:** Know how to communicate effectively

**Standard 5:** Understand the development of children and young people

**Standard 6:** Keep children and young people safe from harm

**Standard 7:** Develop yourself

**Foster carers have 12 months from their date of approval to complete all 7 Standards.**

## Family and Friends Foster Carers

For connected persons/kinship carers, the following adapted standards apply:

**Standard 1:** Understand your role as a family and friends carer

**Standard 2:** Know how to provide a safe environment and health care

**Standard 3:** Know how to communicate effectively

**Standard 4:** Understand the development of children and young people

**Standard 5:** Keep children and young people safe from harm

**Standard 6:** Develop yourself

**Connected carers have 18 months from their date of approval to complete all 6 Standards.**

## Evidence Workbooks

Every new carer must complete an evidence workbook to demonstrate their understanding of each Training, Support & Development Standard. These must be completed within the timescales given above. The workbooks will be completed independently with the support of your Supervising Social Worker.

Your Supervising Social Worker will help you to draw up a Personal Development Plan, which will identify learning activities to help you to complete the standards.

Once the workbook has been completed, your Supervising Social Worker will check and sign off that you've met each of the Standards. This will then be signed off by the Fostering Team Manager and you will receive a certificate of completion.

### Information Sessions & Drop-Ins

We will be running the below *information sessions* where a Supervising Social Worker will explain what the standards are, what is required of you, how to complete the workbooks and what evidence you can collate to support your workbook.

Alongside these, we will also hold some *drop-in sessions* where you can drop-in at any point to get extra help or support with completing your workbooks. Please use these drop-ins if you are unsure about any part of the workbook and/or need clarification to move on.

As a new carer, you must attend one of the *information sessions* to get you started on your workbooks.

The *drop-in sessions*, however, are optional. You can use these as and when required and do not have to stay for the full length of the session.

Training, Support & Development Standards			
	Date	Time	Venue
Information Session	09/06/2023	10:00 – 12:00	Perceval House
Information Session	21/11/2023	10:00 – 12:00	Perceval House

Drop-In Session	07/07/2023	10:00 – 12:00	Perceval House
Drop-In Session	05/12/2023	10:00 – 12:00	Perceval House
Drop-In Session	08/03/2024	10:00 – 12:00	Perceval House

## Core Training

These courses are mandatory training and cover key areas of your role as a foster carer. As a minimum, you would need to attend 3 of these core training courses within your first year of fostering, with a view to have attended them all within your first 2 years.

Course	Date	Time
<b>Emergency Paediatric First Aid</b> Understand the basic first aid procedures that can be used with children in an emergency. Covering mouth-to-mouth, airways & breathing difficulties, head injuries, burns & bleeding	6 & 7 Jun	10.00 – 13.00
	16 Mar	09.30 – 16.30
<b>Health &amp; Safety Awareness</b> Understand your responsibilities in health and safety issues including safety in the home, garden & car, around the management and administration of medication	29 Jun	10.00 – 12.00
<b>Child Protection and Legislation</b> Be aware of the signs and symptoms of child abuse and of the relevant child protection procedures that need to be followed as and when necessary	13 Jul	10.00 – 14.30
<b>Professional Recording &amp; Keeping Documentation</b> Gain an understanding of the recording that you are required to complete in line with Departmental policies; an opportunity to discuss good practice in carrying out recording and to practice some of the necessary skills involved	29 Sept	10.00 – 12.00
<b>Child Development &amp; Attachment</b> Explore the main stages of a child's development and the developmental needs of Looked After Children and young people. Understand the difference between chronological age and stages of development and how this may affect a child or young person	6 Nov	10.00 – 14.30
<b>Safer Caring</b> Examine what carers need to do to make their own practice safer and to understand what procedures are followed if an allegation is made against them	18 Nov	10.00 – 14.30
	23 Jan	10.00 – 14.30
<b>Delegated Authority</b> Explore how supervising social workers, children's social workers and foster carers can best work together with delegated authority, when the responsibility for making day to day decisions about a child has been passed to the foster carer	TBC	10.00 – 14.30

For further details and to book onto the above courses, please log onto Ealing CPD Online, <http://fostercare.ealingcpd.org.uk>

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



## Foundations for Attachment Programme

The **Foundations for Attachment** programme gives foster carers an overview of attachment theory, an introduction to therapeutic parenting and develops a framework for resilience and emotional growth. It explores models of parenting, specifically looking at building relationships with children who have experienced early trauma, disrupted attachments or loss, and managing their behaviour. This is a mandatory training programme, facilitated by our Clinical Psychologists and Social Workers.

### Course Objectives

- Understand how a child's early life experiences influences them and their capacity to emotionally connect in relationships
- Understand the challenges of parenting and ways of building emotional connections
- Understand how to provide support for behaviour alongside building emotional connections
- Explore the dangers of blocked care when caring for children with blocked trust
- Recognise the importance of looking after yourself
- Explore the significance of one's own attachment history when caring for children with attachment difficulties

FOUNDATIONS FOR ATTACHMENT COHORT 6			
Workshop	Date	Time	Venue
Session 1	16/05/2023	10:00 – 13:00	Perceval House
Session 2	23/05/2023	10:00 – 13:00	Perceval House
Session 3	06/06/2023	10:00 – 13:00	Perceval House
Session 4	13/06/2023	10:00 – 13:00	Perceval House
Session 5	20/06/2023	10:00 – 13:00	Perceval House
Session 6	27/06/2023	10:00 – 13:00	Perceval House

FOUNDATIONS FOR ATTACHMENT COHORT 7			
Workshop	Date	Time	Venue
Session 1	03/11/2023	10:00 – 13:00	Perceval House
Session 2	10/11/2023	10:00 – 13:00	Perceval House
Session 3	17/11/2023	10:00 – 13:00	Perceval House
Session 4	24/11/2023	10:00 – 13:00	Perceval House
Session 5	01/12/2023	10:00 – 13:00	Perceval House
Session 6	08/12/2023	10:00 – 13:00	Perceval House

For further details and to book onto the above programmes, please log onto Ealing CPD Online, <http://fostercare.ealingcpd.org.uk>

## Further Training & Development

These courses are designed to help you develop your skills, knowledge and experience beyond core training. They involve progression from basic know-how to expanded, more advanced understanding and cover more varied subjects. Some of these courses will run virtually, and others will be held in person. Please make sure you check the details of each course when you book a place.

Course	Date	Time
<b>The Language of Trauma</b> How children behave and how children feel are often two completely different things. It is important for anyone working with children in care to understand that, and this course will help you to recognise what a child is actually trying to communicate.	26 Apr	10.00 – 14.00
<b>Promoting Positive Behaviour &amp; Relationships</b> To enable carers to develop strategies in relation to managing behaviour of the children and young people in their care which they find challenging and difficult to manage.	28 Apr	10.00 – 14.30
	11 Jul	18.30 – 20.30
<b>Therapeutic Parenting for Dishonest Behaviour (Lying &amp; Stealing)</b> This course will explore children and young people who lie and steal, why they do this, the behaviours associated with lying & stealing and how you can manage them.	9 May	10.00 – 14.30
<b>Moving In, Moving On</b> The aim of this course is to enable foster carers to develop an awareness of the need to prepare for children who are moving into their home and then to prepare them for moving on.	10 May	18.30 – 20.30
	11 Mar	10.00 – 13.00
<b>Recognising &amp; Understanding Autism</b> This course will help you to increase your knowledge & understanding of caring for a child with Autistic Spectrum Disorder and share strategies to help you support them.	15 May	10.00 – 13.00
	4 Dec	18.30 – 20.30
<b>Building Emotional Resilience in Children</b> To gain a clear understanding of the theory of resilience and how it can be practically applied. This course will give you a greater understanding as to why and how some fostered children & young people bounce back from adversities while others do not.	21 Jun	10.00 – 14.30
<b>The Child's World</b> From the eyes of the inner child and a self-reflection of the inner self. This course will help caregivers empathise with children and view them in a different light instead of just “naughty” children with “bad behaviour”	5 Jul	10.00 – 14.00

<b>Vent, Rant &amp; Solutions for Foster Carers</b> To provide foster carers with the opportunity to vent, rant and express themselves within a solution focussed mode.	20 Sept	10.00 – 14.30
	30 Jan	18.30 – 20.30
<b>Preparation to Independence</b> This course will give you an understanding of the complex issues of preparing young people to leave foster care and move into independence.	12 Oct	18.30 – 20.30
	27 Nov	10.00 – 13.00
<b>Supporting LGBTQ+ Children &amp; Young People</b> Understand the terminology and legal framework as a foster carer supporting the healthy development of a young person's positive sexual identity. Explore timelines, coming out, safeguarding issues and effects on mental health.	17 Oct	10.00 – 14.30
<b>Understanding Teenagers</b> This course will explore a range of assumptions and theories held about teenagers and consider the most effective ways to empower them to reach their full potential.	31 Oct	10.00 – 14.30
<b>Self-Awareness</b> Understand what influences your own behaviours and the root cause of these behaviours. You will explore how a sense of right and wrong is formed and how this impacts on external behaviours. This course will help professionals move the focus away from the child's behaviour and look at behaviour holistically and in context, opening minds and building a better understanding of self. Attendees will then begin to understand how much the influence of their own actions have on the children in their care.	7 Dec	10.00 – 14.00
<b>Promoting a Positive Identity, Potential &amp; Valuing Diversity Through Individualised Care</b> Build on existing skills and knowledge to care for transracially or trans-community placed children. Support the development of the child/young person's heritage, identity, belonging and healthy relationships.	6 Feb	10.00 – 14.30

For further details and to book onto the above courses, please log onto Ealing CPD Online, <http://fostercare.ealingcpd.org.uk>

# Ealing Safeguarding Children Partnership (ESCP) Training

The Ealing Safeguarding Children Partnership (ESCP) provides a variety of professional safeguarding children training. Their courses are multi-agency and they accept any professional working with Ealing children and families onto their courses. This means you could be sitting in a course full of professionals from Social Care, Health, Education, Police, Probation Service, Housing, Early Years and many more backgrounds.

The ESCP offer several safeguarding courses that are suitable for foster carers and these are bookable via Ealing CPD Online. Some of the areas covered are:

Domestic Violence	Radicalisation	Internet Safety
Child Sexual Exploitation	Managing Allegations Against Professionals	Children Missing from Home
Safeguarding & Promoting the Welfare of the Child	Working with Parents with Mental Ill Health	Children & Young People at Risk of Suicide or Self-Harm

Below is an example of how these courses will be advertised on CPD Online

ESCP courses can be identified by the green tag

Fostering courses will have a teal tag

**ESCB: Internet Safety, CEOP - ThinkUknow**

**Starts:** Friday 8 June 2018 - 10:00-14:30 **Event Code:** SCB 18/010

**Venue:** Ealing Education Centre , Mansell Road , UB6 9EH **MAP**

**About this event**

This course is part of the CEOP 'ThinkUKnow' training and aims to safeguard children's use of the internet. COURSE REQUIREMENT Once you have received a confirmation for this course, you will need to bring to the training session a letter from your organisation. This needs to be on headed paper from your manager/senior manager which they will need to sign and date. The letter will need to state the following information: - your full name - current role - department and/or organisation - length ...

**Request a place**

**Full details**

**Print event**

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**Health & Safety Awareness**

**Starts:** Thursday 5 July 2018 - 10:15-14:30 **Event Code:** FC 18/011

**Venue:** Perceval House Committee Room 5 , 14-16 Uxbridge Road, Ground Floor, Ealing , W5 2HL **MAP**

**About this event**

To enable foster carers to have an understanding of their responsibilities in relation to health and safety issues or to refresh their knowledge in this area. This course is linked to the Training, Support & Development Standards for Foster Care Standards 3.1, 3.2 & 3.3e It is also linked to the National Minimum Standards for Fostering Services, Standard 10.3 'Foster carers are trained in health and safety issues and have guidelines on their health and safety responsibilities ...

**Request a place**

**Full details**

**Print event**

# AC-Education eLearn Courses



AC-Education give you flexibility in your learning journey by provide eLearning via self-led online courses. These engaging and comprehensive courses are available for you to complete in your own time, at a pace that suits you, and can be accessed at any time over a 30-day period. When you join Ealing as a carer, an AC-Education account will be created for you.

For more information on these eLearn courses and to book on, contact [TrainingSocialCare@Ealing.gov.uk](mailto:TrainingSocialCare@Ealing.gov.uk)

## 01 Core Knowledge & Values

Attachment and Loss  
Children's Rights  
Communicating with Children and Young People  
Equality and Diversity  
Family & Friends (Connected Persons) Care  
Food, Nutrition and Associated Behaviours  
Fostering and Birth Children  
Managing Allegations  
Managing Challenging Behaviours  
Men in Foster Care  
Mindfulness  
Multi-Agency Working  
Promoting Health and Development  
Reflective Practice  
Secondary Trauma and Workplace Stress  
Sexual Orientation and Gender Identity  
Suicide Awareness and Support  
Understanding Child Development

## 02 Safeguarding & Child Protection Skills

Contextual Safeguarding  
Female Genital Mutilation  
Introduction to Safeguarding  
Peer on Peer abuse  
Radicalisation  
Safeguarding and Child Protection Skills

## 03 Therapeutic Care

Healing Environments  
Life Story Work  
Play Therapy  
Positive Parenting Techniques for Parents and Carers  
Resilience and Recovery  
Social Pedagogy  
Therapeutic Parenting with Children who have Suffered Sexual Abuse  
Therapeutic Re-parenting  
Transitions: Changing Placements  
Transitions: The Move to Permanency

## 04 Supporting Adolescence

Drug and Alcohol Awareness for Parents and Carers  
Exploring Healthy Relationships  
Making Sense of Adolescence  
Relationships and Sex Education  
Understanding Sexual Health and Contraception  
Youth Justice System

## 05 Working with Looked After Children (Fostering, Residential Care & Adoption)

Caring for a Child of a Different Ethnicity  
Children and Young People who Run Away or Go Missing  
County Lines  
Court Skills for Foster Carers  
Fostering Asylum Seeking and Refugee Children  
Gangs, Guns and Knives  
Parent and Child Placements  
Permanency  
Police Interviews - your role  
Promoting Positive Contact  
Promoting the Achievement of Looked After Children in Education  
Record Keeping in Foster Care  
Safer Foster Care  
Staying Put  
Continuing Care  
Supporting Young People Leaving Care  
Supporting the Mental Health Needs of Looked After Children  
The Role of the Foster Carer  
The Role of the Panel Member

## 06 Understanding Trauma & Promoting Positive Behaviour

Bereavement  
Bullying  
Caring for a Child who has been Sexually Abused  
Children and Parental Substance Misuse  
Child Trafficking  
Digital and Internet-Supported Self-Harm  
Emotion Coaching  
Harmful Sexual Behaviours  
Impulsive Behaviour  
Introduction to Positive Behaviour Support  
Self-Harming Behaviours  
Child Sexual Exploitation  
The Impact of Domestic Violence and Abuse  
The Impact of Trauma on Sensory Processing  
The Impact of Parental Mental Health on Parenting  
Trauma and the Impact on Brain Development

## 07 Working in Health & Social Care

Food Hygiene  
Health and Safety in Social Care  
Human Rights in Social Care  
Infection Control  
Safe Use of Medication

## 08 Working with Disabilities & Special Educational Needs

ADHD  
Conduct Disorders  
Autism  
Foetal Alcohol Spectrum Disorder  
Dyslexia, Dyspraxia and Dyscalculia  
Working with Children and Young People with Disabilities

## 09 Keeping Children Safe Online

Online Safety and Cyberbullying  
Pornography and the Potential Impact on Young People  
Social Media, Selfies and Sexting



## Research in Practice

research  
in practice

[www.ResearchInPractice.org.uk](http://www.ResearchInPractice.org.uk)



Research in Practice (RIP) brings together academic research, practice expertise and the experiences of people accessing services. They then apply this knowledge to develop a range of resources and learning opportunities, as well as delivering tailored services, expertise and training. They work closely with professionals across the children, families and adult sectors to ensure their work is truly sector-led and responds to the most pressing issues.

Ealing foster carers have free access to a range of learning and development resources via the RIP website. It's a great resource that looks at all aspects of children's wellbeing and will support your own knowledge and learning. There are plenty of publications, events, webinars and podcasts for you to explore on a wide variety of topics. The information is free to access, however, you will need to set up an account to access the restricted resources and attend the events.

**To get a Free Account:** complete this simple form (leave question 3 blank):

<https://www.smartsurvey.co.uk/s/Research-in-Practice-accounts-self-completion/>