

Foster Carer Payment for Skills (PFS) Model and the Tasks, Skills, Competencies (TSC) Framework

Introduction

The Rotherham Metropolitan Borough Council Fostering Service employs a four level Payment For Skills (PFS) model with the addition of a kinship carers level for family and friends foster carers. The model underpins the Fostering Service's commitment to achieving best possible outcomes for fostered looked after children supported by skilled, motivated and rewarded foster carers. The model provides clear entry requirements and post approval expectations for each level, including training and development and support group attendance. The Tasks, Skills and Competencies (TSC) carer practice framework for each level of the model encompasses the five outcomes of the "Every Child Matters" framework.

The model has minimum entry requirements for new carers (excluding kinship carer) at each level (1 lowest, 4 highest) and also allows existing carers to progress up through the levels if they meet the TSC requirements. A weekly skills fee is paid to carers in addition to weekly maintenance allowance payments.

Foster carers will need to provide evidence to their supervising social worker during the assessment process or progression assessment that they meet the requirements for the respective PFS level. This framework assists carers in being clear about the expectations of the requirements at each level. In order to progress to a higher level the supervising social worker will complete the appropriate level progression assessment which will include the views of the carer and the evidence required to meet the next level of skills.

In some circumstances there may be a particular reason why a carer cannot meet certain requirements within the skills level (e.g. number of support groups they can attend). In this instance, an exception should be discussed with and authorisation granted from the allocated social worker. This exception should also be noted within the foster carer's review with reasons and the supervising social worker should consider how the foster carer may meet this requirement in an alternative way.

If concerns are raised that the carer is not meeting the requirements of their current skills level, this will be discussed during the foster carers' review during which it will be specified what the foster carer needs to do to remain at their current skills level. There will then be a 6 month period during which the carer will be required to achieve these actions. If these are not achieved within the 6 months, the foster carers skills level will be reduced.

Full details of all courses linked to PFS requirements are provided in the Training and Development Calendar. Courses are regularly evaluated and may be periodically updated and changed.

Overview of the Model:

(Weekly fee structure 2020/21)

Kinship Carers Entry Requirements: Financial Support	Positive kinship carers assessment with approval at Fostering Panel and ADM and completion of Skills to Foster training 1. Weekly child allowances + birthday, cultural celebrations & holiday monies 2. No fee
Level 1 Entry Requirements: Financial Support:	Have some experience of childcare e.g. parenting / looking after other's children 1. Weekly child allowances + birthday, cultural celebrations & holiday monies 2. 1st & 2nd placement fee: £100 Subsequent placements: £50
Level 2 Entry Requirements: Financial Support:	Have experience of childcare e.g. parenting / looking after other's children / paid or voluntary work in childcare / previous fostering experience (six months minimum) 1. Weekly child allowances + birthday, cultural celebrations & holiday monies 2. 1st & 2nd placement fee: £125 Subsequent Placements: £62.50
Level 3 Entry Requirements: Financial Support:	In addition to Level 2, evidence significant childcare experience and ability to take more challenging children with more complex needs 1. Weekly child allowances + birthday, cultural celebrations & holiday monies 2. 1st & 2nd placement fee: £175 Subsequent Placements: £87.50
Level 4 Entry Requirements: Financial Support:	Significant formal childcare experience e.g. previous fostering 3 years minimum including children with complex needs /employment in childcare or related experience e.g. nursing, youth work, teaching. Ability to reflect upon professional experience and relate this to the fostering task. 1. Weekly child allowances + birthday, cultural celebrations & holiday monies 2. 1st & 2nd placement fee: £360 Subsequent Placements: £180

Kinship Carers

Entry requirements: Positive kinship carers assessment with approval at Fostering Panel and ADM

General requirements:

1. Develop skills and knowledge by completing the training courses identified jointly by the carer and their supervising social worker to be helpful and appropriate
2. Attend an appropriate support group at least every other month
3. Attend at least two foster carer forums per year
4. Undertake an Annual Personal Development Plan
5. Maintain a basic written log
6. Complete the Training Support and Development Standards (TSDS) workbook for kinship carers within 18 months of approval

Practice requirements:

Be Healthy

Kinship Carers

- Provide a good standard of care for children in a safe, healthy and nurturing environment
- Ensure the health and safety of children/young people within the home including completion of the health and safety checklist
- Maintain appropriate placement records, including the maintenance of logs
- Record significant events e.g. medical/health/dental appointments; unauthorised absences from the foster home; family time; child behaviours; incidents/events reported to child's social worker
- Help and encourage children to be healthy via good hygiene, healthy diet, lifestyle and regular exercise
- Attend medical and dental appointments with the child/young person
- Encourage awareness and understanding of drug and alcohol issues and positively promote the development of good sexual health
- Facilitate the child/young person to receive health care which meets their needs for good physical, emotional and social development
- Promote, support & facilitate contact between any foster child and his or her parents and significant family members. Except in exceptional circumstances where the risk would be deemed to be too great to the kinship carer.
- Act as advocate for the child/young person in cooperation with other professionals/agencies e.g. school/education/health/police

Stay Safe

Kinship Carers

- Protect children/young people from all forms of abuse, neglect, exploitation and deprivation
- Protect children/young people from bullying and discrimination and advocate for them if such issues arise
- Set appropriate boundaries and manage children's behaviour within these without recourse to physical chastisement. Discuss and clarify boundaries in conjunction with others e.g. child's social worker, supervising social worker
- Put in place measures to protect the child from crime or anti-social behaviour.
- Provide and maintain suitable accommodation for the number, needs and age of the child/young person in placement.
 - *For family & friends foster care it is sometimes necessary for children to share a bedroom only with a close relative of a similar age and same sex in order to keep siblings together within the extended family. Where the placement is intended to be long term, it may be necessary for the foster carers to seek alternative housing or where this is not possible to seek approval for financial support to provide additional space via an extension. The assessing supervising social worker must discuss shortfalls in accommodation at an early stage.*
- Provide a safe, stimulating and stable environment to the varied needs of individual children/young people taking into account their backgrounds and experiences
- Maintain a safe care plan for each child/young person in placement
- Make positive use of supervision and guidance from a supervising social worker and reflect and learn from advice given
- Attend and contribute to foster carer reviews, self-assessment and reflective learning opportunities
- Attend and contribute to Looked After Child reviews

Enjoy and Achieve

Kinship Carers

- Provide foster care which values and promotes diversity and equality in order to enable children/young people to be non-discriminatory, to develop positive relationships and to choose not to bully.
- Demonstrate ability to listen to and communicate with children/young people appropriate to their age, understanding, individual needs and ethnicity and culture
- Actively promote, support and encourage children's/young people's education and achievement under the guidance of a child's Personal Education Plan (PEP)
- Attend and contribute to PEP Reviews
- Establish and maintain daily routines for children/young people e.g. school attendance, assisting with homework
- Assist and encourage the development of children's/young people's self-esteem and positive identity.

- Actively encourage the child to participate fully in education, leisure and recreational activities.
- Play an active role in relationships with education providers e.g. attending school parents' evenings, contributing/commenting on school reports/supporting school – home agreements
- Assist children/young people moving to other placements when required and as part of a child's placement plan e.g. return to birth parents / to other foster placement.

Make a Positive Contribution

Kinship Carers

- Help children/young people cope with issues of separation and loss and assist them with coming to terms with previous experiences
- Maintain the child/ young person's knowledge of their past and their birth parents through life story work, even though the carer's may have negative views about the way the parent's treated the child or may have loyalties to the birth parents who may be members of their immediate family.
- Discuss the child's past, including the reasons for separation from the child's parents, in a way which encourages understanding rather than condemnation.
- Assist children/young people to maintain a positive view of their family and support and facilitate family time as agreed in a placement plan
- Help children/young people to develop the self-confidence to achieve and to manage life events.
- Liaise closely with a child's social worker and work to agreed plans for the child/young person
- Maintain confidentiality
- Work closely with other professionals in the best interest of the child/young person e.g. school; education; health; therapeutic services
- Demonstrate a commitment to sustaining a placement as agreed in the child's care plan
- Demonstrate a commitment to ending placements in a planned, agreed way where appropriate e.g. transitioning back to birth parents.

Achieve Economic Well Being

Kinship Carers

- Enable a child to move on positively to other placements e.g. return to birth family/other foster placements
- Attend and contribute to LAC reviews and other meetings/forums as agreed and identified in a child's care/placement plan
- Maintain a nurturing home environment that will model family living and provide good standards to positively influence a child's/young person's aspirations
- Promote and encourage the development of independence/life skills where age appropriate

- Support and encourage further education, employment or training on leaving school.
- Encourage a positive attitude to economic independence through employment and sensible and sustainable financial decision.
- Assist young people to develop skills, confidence and knowledge necessary for successful adult living

Level 1

Entry requirements: Have some experience of childcare e.g. parenting / looking after other's children

Progression requirements: *for Kinship carers progressing to Level 1 only.*

1. Developed skills and knowledge by completing the training courses identified jointly by the carer and their supervising social worker to be helpful and appropriate
2. Completed the Training Support and Development Standards workbook for kinship carers within 18 months of approval
3. Successfully met the general and practice requirements of the Kinship Care level as set out in the 'Kinship Care' section.
4. Evidenced within a progression form completed by the supervising social worker and contributed to by the foster carer of the ability to meet the general and practice requirements for Level 1 as set out below.

General requirements:

1. Evidence a commitment to self-development via training and support, including mentoring from an experienced carer
2. Primary carer must complete a minimum of 3x face to face training opportunities per year.
Secondary carer must complete a minimum of 1x face to face training opportunities and 2x online training opportunities per year.

(Training opportunities include courses and attendance at support groups or other groups which contain a learning opportunity)

First Aid Course must be completed within the first year of fostering by all foster carers and redone every 3 years thereafter.

All foster carers must complete the Introduction to Safeguarding Children and Young People course within their first year and then complete at least one course with an element of safeguarding (noted in the training calendar) every year thereafter.

The following mandatory courses must also be completed within the first year of fostering:

- Managing and De-escalating Behaviour
- Recording in Foster Care
- Safer Caring
- Equality and Diversity
- Attachment and Early Developmental Trauma
- CSE
- CCE

Please see the full training calendar for details of all training courses.

3. Attend an appropriate support group at least every other month
4. Attend at least two foster carer forums per year
5. Undertake an annual Personal Development Plan
6. Maintain a basic written log and achieve TSDS requirements, evidenced within a completed TSDS workbook, within the first year of fostering.

Practice requirements:

Be Healthy

Level 1

- Provide a good standard of care for children in a safe, healthy and nurturing environment
- Ensure the health and safety of children/young people within the home including completion of the health and safety checklist
- Maintain appropriate placement records, including the maintenance of a foster carer diary
- Record significant events e.g. medical/health/dental appointments; unauthorised absences from the foster home; contact; child behaviours; incidents/events reported to child's social worker
- Help and encourage children to be physically and mentally healthy via healthy diet, lifestyle, regular exercise, opportunities to talk about feelings and by cultivating children's sense of their own agency.
- Demonstrate the willingness and potential to learn therapeutic parenting approaches and start to put these into practice with support from supervising social worker and other professionals.
- Attend medical and dental appointments with the child/young person
- Encourage awareness and understanding of drug and alcohol issues and positively promote the development of good sexual health
- Facilitate the fostered child/young person to receive health care which meets their needs for good physical, emotional and social development
- Promote and support contact for a fostered child/young person
- Act as advocate for the child/young person in cooperation with other professionals/agencies e.g. school/education/health/police

Stay Safe

Level 1

- Protect children/young people from all forms of abuse, neglect, exploitation and deprivation

- Set appropriate boundaries and manage children's behaviour within these without recourse to physical chastisement. Discuss and clarify boundaries in conjunction with others e.g. child's social worker, supervising social worker
- Provide and maintain suitable accommodation for the number, needs and age of the child/young person in placement
- Provide a safe, stimulating and stable environment to the varied needs of individual children/young people taking into account their backgrounds and experiences
- Maintain a safe care plan for each child/young person in placement
- Make positive use of supervision and guidance from a supervising social worker and reflect and learn from advice given
- Attend and contribute to foster carer reviews, self-assessment and reflective learning opportunities
- Attend and contribute to Looked After Child reviews

Enjoy and Achieve

Level 1

- Provide foster care which values and promotes diversity and equality
- Demonstrate ability to listen to and communicate with children/young people appropriate to their age, understanding, individual needs and ethnicity and culture
- Actively promote, support and encourage children's/young people's education and achievement under the guidance of a child's Personal Education Plan (PEP)
- Attend and contribute to PEP Reviews
- Establish and maintain daily routines for children /young people e.g. school attendance, assisting with homework
- Assist and encourage the development of children's/young people's self-esteem and positive identity by supporting participation in social activities and leisure pursuits
- Play an active role in relationships with education providers e.g. attending school parents' evenings, contributing/commenting on school reports/supporting school – home agreements
- Transport to and from the child/ren's education provision unless there are extenuating circumstances as to why they cannot provide this transport.
- Assist children/young people moving to other placements when required and as part of a child's placement plan e.g. return to birth family; to other foster placement; to adoption placement

Make a Positive Contribution

Level 1

- Help children/young people cope with issues of separation and loss and assist them with coming to terms with previous experiences
- Assist children/young people maintain a positive view of their family and support and facilitate contact as agreed in a placement plan

- Liaise closely with a child's social worker and work to agreed plans for the child/young person
- Maintain confidentiality
- Work closely with other professionals in the best interest of the child/young person e.g. school; education; health; therapeutic services
- Demonstrate a commitment to sustaining a placement as agreed in the child's care plan
- Demonstrate a commitment to ending placements in a planned, agreed way

Achieve Economic Well Being

Level 1

- Enable a child to move on positively to other placements e.g. return to birth family/other foster placements/adoption
- Attend and contribute to LAC reviews and other meetings/forums as agreed and identified in a child's care/placement plan
- Maintain a nurturing home environment that will model family living and provide good standards to positively influence a child's/young person's aspirations
- Promote and encourage the development of independence/life skills where age appropriate
- Assist young people to develop skills, confidence and knowledge necessary for successful adult living

Level 2

Entry requirement: Have experience of childcare e.g. parenting/looking after other's children/paid or voluntary work in childcare/previous fostering experience (six months minimum)

If entering at Level 2 upon approval:

1. Maintain a basic written log and achieve TDSD standards requirements within the first year of fostering
2. First Aid Course must be completed within the first year of fostering by all foster carers and redone every 3 years thereafter.
3. All foster carers must complete the Introduction to Safeguarding Children and Young People course within their first year and then complete at least one course with an element of safeguarding (noted in the training calendar) every year thereafter.
4. Complete all other mandatory training courses required for Level 2 within the first year post approval:
 - Managing and De-escalating Behaviour
 - Recording in Foster Care
 - Safer Caring
 - Equality and Diversity
 - Attachment and Early Developmental Trauma
 - CSE & CCE

Progression requirement:

1. Completed TSDS workbook within the first year of fostering from the point of approval.
2. Completion of the following mandatory training courses:
 - Introduction to Safeguarding Children & Young People
 - First Aid
 - Managing and De-escalating Behaviour
 - Recording in Foster Care
 - Safer Caring
 - Equality and Diversity
 - Attachment and Early Developmental Trauma
 - CSE & CCE
3. Successfully met the general and practice requirements of the Level 1 as set out in the 'Level 1' section.
4. Evidence within a progression assessment completed by the supervising social worker and contributed to by the foster carer of the ability to meet the general and practice requirements for Level 2 as set out below.

General requirements: Must be able and prepared to take placements of children with more complex needs than in Level 1.

1. Attend an appropriate support group at least every other month
2. Attend at least two forums per year
3. Undertake an annual Personal Development Plan
4. Primary carer must complete a minimum of 3x face to face training opportunities per year.
Secondary carer must complete a minimum of 1x face to face training opportunities and 2x online training opportunities per year.

(Training opportunities include courses and attendance at support groups or other groups which contain a learning opportunity)

Please see the full training calendar for details of training courses.

5. First Aid Course must be redone every 3 years thereafter.
6. All foster carers must complete at least one course with an element of safeguarding (noted in the training calendar) every year.

Practice requirements:

Be Healthy

Level 2 (in addition to Level 1)

- Provide good, quality care to meet the needs of a child/young person
- Show a commitment to developing greater understanding of the range of childcare and child development issues
- Utilise basic therapeutic parenting techniques under the guidance of social workers/other professionals
- Promote, support and supervise family time (contact), including in the foster carers own home where appropriate and agreed
- Assist with life story work for children in placement

Stay Safe

Level 2 (in addition to Level 1)

- Evidence skills development required to meet the needs of more complex and demanding children/young people
- Contribute to professional assessments under the guidance of the child's social worker, supervising social worker or other professionals

Enjoy and Achieve

Level 2 (in addition to Level 1)

- Make proactive contributions to problem resolution in school for children/young people placed

Make a Positive Contribution

Level 2 (in addition to Level 1)

- Maintain accurate placement records and provide written reports as required
- Attend Court proceedings involving placed children/young people where required
- Actively support work with birth parents/extended family where appropriate

Achieve Economic Well Being

Level 2 (in addition to Level 1)

- Actively promote the value of engaging in local activities and community links for placed children and young people where age appropriate

Level 3

Entry requirement: Evidence significant childcare experience e.g. parenting/looking after other's children/paid or voluntary work in childcare/previous fostering experience (at least 2 years), experience of working with other professionals to meet the needs of children and ability to take more challenging children with more complex needs.

If entering at Level 3 upon approval:

1. Maintain a basic written log and achieve TDSD standards requirements within the first year of fostering
2. First Aid Course must be completed within the first year of fostering by all foster carers and redone every 3 years thereafter.
3. All foster carers must complete the Introduction to Safeguarding Children and Young People course within their first year and then complete at least one course with an element of safeguarding (noted in the training calendar) every year thereafter.
4. Complete all mandatory Level 1 to Level 2 progression training courses within the first year post approval:
 - Managing and De-escalating Behaviour
 - Recording in Foster Care
 - Safer Caring
 - Equality and Diversity
 - Attachment and Early Developmental Trauma
 - CSE & CCE
5. Complete all mandatory Level 2 to Level 3 progression training courses within the second year post approval:
 - Foundations for Attachment – 6 week course
 - Introduction to the Education of LAC
 - Working with Birth Parents and Managing Family Time
 - Transitions
 - LADO training
 - Life Story Work

Progression Requirement:

1. Completion of the following mandatory training courses in addition to those required to progress from Level 1 to Level 2:
 - Foundations for Attachment – 6 week course
 - Introduction to the Education of LAC
 - Working with Birth Parents and Managing Family Time
 - Transitions
 - LADO training
 - Life Story Work
2. Successfully met the general and practice requirements of the Level 2 as set out in the 'Level 2 section.

3. Evidence within a progression assessment completed by the supervising social worker and contributed to by the foster carer of the ability to meet the general and practice requirements for Level 3 as set out below.

General requirements: Must be able to take children with more complex needs and undertake more challenging tasks than in Level 2.

1. Produce an enhanced Personal Development Plan evidencing planning and action towards the development of higher level skills and competencies
2. Attend an appropriate support group once per month
3. Attend all foster carer forums
4. Be available to buddy up with less experienced foster carers to assist and mentor them in their learning and practice (after 2 years for new entrants at Level 3)
5. Show a commitment to being engaged in the fostering community and support and assist the fostering service in promoting a positive fostering profile by being present at foster carer activities and recruitment events
6. Consider / participate in delivery of new carer preparation and training in partnership with fostering staff
7. Primary carer must complete a minimum of 3x face to face training opportunities per year.
Secondary carer must complete a minimum of 1x face to face training opportunities and 2x online training opportunities per year.

(Training opportunities include courses and attendance at support groups or other groups which contain a learning opportunity)

Please see the full training calendar for details of training courses.

7. First Aid Course must be redone every 3 years thereafter.
8. All foster carers must complete at least one course with an element of safeguarding (noted in the training calendar) every year.

Practice requirements:

Ensuring that children achieve the best possible outcomes from their care with foster carers

Be Healthy

Level 3 (in addition to Levels 1 and 2)

- Maintain active involvement with and provide information to appropriate specialist health services to meet the needs of placed children / young people e.g. therapeutic services. Provide mentor support / advice to other carers in these areas
- Confidently use therapeutic parenting techniques as a significant part of day to day parenting practice with ongoing support and guidance from social workers and other professionals.

Stay Safe

Level 3 (in addition to Levels 1 and 2)

- Assist with plans / agreements for children / young people as required. Work to agreements and contracts to achieve placement plans and related outcomes
- Contribute to professional assessments of children / young people
- Evidence ability to manage more challenging and demanding behaviours and support more specialised placement commitments
- A commitment via supervision to identify own training and development needs
- Be able to offer significant flexibility in meeting the placement needs of more complex children / young people
- Work cooperatively and supportively with birth family / relatives where considered appropriate

Enjoy and Achieve

Level 3 (in addition to Levels 1 and 2)

- Demonstrate a commitment to improving knowledge and understanding of specific educational issues in order to assist child / young person placed

Make a Positive Contribution

Level 3 (in addition to Levels 1 and 2)

- Develop skills and evidence ability to work closely with birth parents / extended family in order to achieve placement plans

Achieve Economic Well Being

Level 3 (in addition to Levels 1 and 2)

- Provide detailed reports as required and contribute to a wide range of meetings / forums
- Encourage and support young people (where age appropriate) to access work experience / part time work and promote their knowledge, confidence and understanding of work related issues e.g. compiling CV's / application forms

Level 4

Entry requirement: Significant formal childcare experience e.g. previous fostering 1 year minimum including caring for children with complex needs /employment in childcare or related experience e.g. nursing, youth work, learning mentor. Ability to reflect upon professional experience and relate this to the fostering task.

If entering at Level 4 upon approval:

1. Maintain a basic written log and achieve TDSD standards requirements within the first year of fostering
2. First Aid Course must be completed within the first year of fostering by all foster carers and redone every 3 years thereafter.
3. All foster carers must complete the Introduction to Safeguarding Children and Young People course within their first year and then complete at least one course with an element of safeguarding (noted in the training calendar) every year thereafter.
4. Complete all mandatory Level 1 to Level 2 progression training courses within the first year post approval:
 - Managing and De-escalating Behaviour
 - Recording in Foster Care
 - Safer Caring
 - Equality and Diversity
 - Attachment and Early Developmental Trauma
 - CSE & CCE
5. Complete all mandatory Level 2 to Level 3 progression training courses within the second year post approval:
 - Foundations for Attachment – 6 week course
 - Introduction to the Education of LAC
 - Working with Birth Parents and Managing Family Time
 - Transitions
 - LADO training
 - Life Story Work
6. Complete all mandatory Level 3 to Level 4 progression training courses within the third year post approval:
 - Advanced safeguarding
 - Supporting other foster carers
 - Advanced therapeutic parenting – must complete at least 5 of 10 available advanced therapeutic parenting workshops.

If transferring from another agency, evidence of equivalent courses completed within another agency within the past 5 years may be accepted.

Progression Requirement: Must provide evidence of a skill set reflecting high level competencies and experience through evidence within the progression assessment.

1. Completion of the following mandatory training courses in addition to those required to progress from Level 1 to Level 2 and Level 2 to Level 3:
 - Advanced safeguarding
 - Supporting other foster carers
 - Advanced therapeutic parenting – must complete at least 5 of 10 available advanced therapeutic parenting workshops.
2. Successfully met the general and practice requirements of the Level 3 as set out in the 'Level 3' section.
3. Evidence within a progression form completed by the supervising social worker and contributed to by the foster carer of the ability to meet the general and practice requirements for Level 4 as set out below.

General requirements: Must be able to provide specialist foster care in one or more key areas e.g.:

- Parent & child / Assessment
- Step down from residential care placements
- Children with disability that results in the need for very specialist care
- Children having experienced significant disruption / placement breakdowns
- Teens / Placements linked to the youth justice system
- Emergency placements for challenging children and young people
- Placements for children who have experienced current or historical school exclusions
- Placements for children where there is evidence of abuse to self or others
- Placements for children where there is evidence of drug and alcohol abuse/dependency
- Placements for young people with particularly challenging behaviours (e.g. displaying physical and/or verbal aggression) where the only alternative placement would be a high cost independent sector placement

Will be prioritised for Emergency, Task and Bridging placements as opposed to respite unless in extreme circumstances. Placements usually for children aged 8-17 (with the exception of parent & child).

1. Be available for the child on a fulltime basis unless otherwise agreed as part of the matching process for a specific child/ young person
2. Attend an appropriate support group once per month
3. Attend all foster carer forums
4. Be available to buddy up with less experienced foster carers to assist and mentor them in their learning and practice and act as a role model to other foster carers.
5. Show a commitment to being engaged in the fostering community and support and assist the fostering service in promoting a positive fostering profile by being present at foster carer activities and recruitment events

6. Consider / participate in delivery of new carer preparation and training in partnership with fostering staff
7. Maintain a detailed Personal Development Portfolio, evidencing continuing development of high-level fostering skills and competencies
8. Demonstrate a high level of professionalism in terms of conduct, knowledge and values.
9. Complete the following mandatory training courses within the first two years of being a Level 4 carer:
 - Supporting young people to get ready for their futures
 - Teenagers & Attachment
 - Managing difficulties with education
 - Alcohol and Drug Awareness
 - Self-Harm
 - Supporting young people with sexual health and identity

Practice requirements:

Be Healthy

Level 4 (in addition to Levels 1, 2 and 3)

- Achieve sustained high level work with specialist health services for children young people, including direct work with the child / young person in placement
- Transport to and supervise contact arrangements and provide detailed analysis and assessment of contact arrangements inside (where appropriate) and outside the foster home
- Recording and reporting of a high quality and detail that can inform the development of child care planning

Stay Safe

Level 4 (in addition to Levels 1, 2 and 3)

- Provide commitment to specialised placements of children / young people with the most complex needs.
- Provision of emergency placements (inc. out of hours) and those required at short notice
- Management of persistently challenging and anti-social behaviours of children / young people placed including the use of more specialist therapeutic approaches with the support of professionals.

Enjoy and Achieve

Level 4 (in addition to Levels 1, 2 and 3)

- High level of input (verbal and written) to the range of required tasks involved in encouraging children / young people to enjoy and achieve
- Demonstrate a high level of knowledge and understanding of educational and child development issues

Make a Positive Contribution

Level 4 (in addition to Levels 1, 2 and 3)

- Identify own training and development needs and keep up date and informed about child development issues applying this knowledge to your work
- Ability to provide comprehensive assessments of children's needs
- In consultation with your supervising social worker and child's social worker, taking a high level of responsibility for identifying and using support services available for the child / young person and to develop own knowledge and understanding of these services

Achieve Economic Well Being

Level 4 (in addition to Levels 1,2 and 3)

- Actively support and encourage young people to engage in further education / training / employment opportunities
- Play a pro-active role, in close liaison with other professionals in supporting a young person's transition to new experiences and adult life