

Welcome to the 2017/18 Training Programme

Devon County Council considers its Foster Carers as essential to the success of its Fostering Service.

We're constantly improving the training we offer to foster carers, and the feedback we receive from carers helps to shape the design of the programme. Each year we have been able to expand the range of training in both formal and informal settings. We've repeated popular courses so that carers who missed out have an opportunity to attend, developed some new courses linked to the National Fostering Standards and regulations (2011) and continued the support group training sessions.

Ensuring carers have the skill to promote children's well being and know how to care for them safely is embodied in the National Minimum Standards.

Foster Carers must keep a training and development portfolio which shows how they meet the skills they require to foster. By recording evidence of learning whilst training, carers will have work that can be assessed against the City & Guilds Units. Supervising social workers and others within the fostering service will provide support to help foster carers to achieve the necessary standards that will enable them to meet the needs of their fostered children.

This year we need to continue to provide courses on Child Sexual Exploitation. This is a mandatory course for carers and as such one person in each household will need to attend. We have also included more topics in the programme this year to ensure there is something to suit everyone. Especially those who have been fostering for many years and have attended the majority of previous training on offer. This has meant that some of the previous funded training such as First Aid will no longer be available. Like all other Local Authorities, Devon has received cuts to budgets. As a service, we felt that in order to continue to put on high quality training in **ALL** parts of the county, we had to be realistic as to where we prioritise the funding. However, we have managed to negotiate an excellent partnership with John Smith who is providing the First Aid training at a very reasonable cost. He is also one of our foster carers. We continue to provide all venue and refreshment costs to enable costs to you are kept to a minimum.

The training sessions continue to be half days. I am confident that half days still offer the best value for money and allow for the full aims of the course to be covered. Travel costs will be met as before but car sharing would be appreciated.

Bookings for courses should be made by emailing fosteringstraining-mailbox@devon.gov.uk or by telephoning 01392 3830000 and asking for Fostering Training.

We hope that you will find the training offered interesting and informative and contributes to your role in supporting the children and young people placed in your care.

I would also like to take this opportunity to thank you all for your feedback via evaluation sheets and supervising social workers and for your continued enthusiasm for training. I would like to formally thank David Jevon for his support in working to resolve the difficulties regarding the issues we encountered with the changes in staffing. I'm sure you will agree that Beth Wells has done a Stirling job in getting us back on track. Following in Sharon Bligh's footsteps was always going to be a hard act to follow but Beth and Laura Hobbs have risen to the challenge.

Jayne Birbeck, Recruitment, Marketing & Training Manager

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TRAINING CALENDAR 2017-18

May		
Thursday 4 th May	Life Story Work	Exeter
Thursday 11 th May	Children and Young People Displaying Harmful Sexual Behaviours	Totnes
Friday 12 th May	Young People in Abusive Relationships	Exeter
Wednesday 17 th May	Child Sexual Exploitation	Exeter
Wednesday 24 th May	Life Story Work	Totnes
Friday 26 th May	Working with Asylum Seekers and Interpreters	Exeter
June		
Wednesday 7 th June	Life Story Work	Barnstaple
Monday 19 th June	Child Sexual Exploitation	Totnes
Tuesday 27 th June	Too Much Too Young the Impact of Domestic Abuse on Children	Exeter
Wednesday 28 th June	Too Much Too Young the Impact of Domestic Abuse on Children	Totnes
Thursday 29 th June	Too Much Too Young the Impact of Domestic Abuse on Children	Barnstaple
July		
Tuesday 4 th July	Child Sexual Exploitation	Barnstaple
Monday 10 th July	Equality and Diversity	Exeter
September		
Tuesday 5 th September	Autistic Spectrum Conditions – Autism and Asperger's Syndrome	Exeter
Thursday 7 th September	Child Sexual Exploitation	Barnstaple
Wednesday 13 th September	First Aid	Barnstaple
Thursday 14 th September	First Aid	Exeter
Tuesday 19 th September	First Aid	Totnes
Monday 18 th September	Equality and Diversity	Totnes
Tuesday 26 th September	Induction Day	Exeter
Wednesday 27 th September	Fostering Permanence - Moving on to Adoption Week 1	Exeter
Friday 29 th September	Induction Day	Totnes
October		
Tuesday 3 rd October	Induction Day	Barnstaple
Wednesday 4 th October	Telling Difficult Stories	Exeter
Wednesday 4 th October	Fostering Permanence – Moving on to Adoption Week 2	Exeter
Wednesday 4 th October	Understanding Self Harm	Barnstaple
Tuesday 10 th October	Telling Difficult Stories	Totnes
Tuesday 10 th October	Child Sexual Exploitation	Exeter
Wednesday 11 th October	Fostering Permanence – Moving on to Adoption Week 3	Exeter
Wednesday 18 th October	Fostering Permanence – Moving on to Adoption Week 4	Exeter
Thursday 19 th October	Child Sexual Exploitation	Totnes
November		
Wednesday 1 st November	Fostering Permanence – Moving on to Adoption Week 5	Exeter
Wednesday 1 st November	Child Sexual Exploitation	Totnes
Friday 3 rd November	Working with Asylum Seekers and Interpreters	Exeter
Tuesday 7 th November	Telling Difficult Stories	Barnstaple
Wednesday 8 th November	Fostering Permanence – Moving on to Adoption Week 6	Exeter
Thursday 16 th November	Teenage Pregnancy, whose business is it?	Totnes
Monday 20 th November	Equality and Diversity	Barnstaple
Tuesday 21 st November	Helping Children When They Must Move	Exeter
Friday 24 th November	Understanding the impact of substance misuse	Totnes
Tuesday 28 th November	Helping Children When They Must Move	Totnes
Thursday 30 th November	Child Sexual Exploitation	Exeter

	December	
Tuesday 5 th December	How to have positive conversations about Sex	Exeter
Wednesday 6 th December	Helping Children When They Must Move	Barnstaple
	January	
Tuesday 9 th January	Promoting Positive mental health and well being	Barnstaple
Monday 15 th January	Child Sexual Exploitation	Barnstaple
Wednesday 17 th January	Understanding Child Sexual Abuse	Barnstaple
Thursday 18 th January	Understanding the impact of emotional abuse and neglect	Exeter
Wednesday 24 th January	Managing Difficult Behaviour and de-escalation	Totnes
Thursday 25 th January	Safe use of Internet including Social Media	Totnes
Wednesday 31 st January	Fostering Permanence – Moving on to Adoption Week 1	Cullompton
	February	
Wednesday 7 th February	Fostering Permanence – Moving on to Adoption Week 2	Cullompton
Thursday 8 th February	Child Sexual Exploitation	Exeter
Wednesday 14 th February	Fostering Permanence – Moving on to Adoption Week 3	Cullompton
Wednesday 28 th February	Fostering Permanence – Moving on to Adoption Week 4	Cullompton
	March	
Wednesday 7 th March	Fostering Permanence – Moving on to Adoption Week 5	Cullompton
Tuesday 13 th March	First Aid	Exeter
Wednesday 14 th March	Key skills when working with children with learning disabilities	Exeter
Wednesday 14 th March	First Aid	Totnes
Wednesday 14 th March	Fostering Permanence – Moving on to Adoption Week 6	Cullompton
Thursday 15 th March	First Aid	Barnstaple

Induction day

An invitation will be sent to all newly approved foster carers.

Aims & Objectives

- To introduce newly approved foster carers to the structure of Devon's Fostering Service
- How placements are made
- Information on Recording Skills and data protection.
- The role of the Independent Reviewing Officer
- To explore working in partnership with parents, children and young people's services, education, health, and others involved in the care and well being of children and young people in care.

Start/finish time: See separate dates

Tuesday 26th September, Newcourt Community Centre, Blakeslee Drive, The Rydons, Exeter, EX2 7FN, **09.30 – 12.30**

Thursday 28th September, North Devon Leisure Centre, Barnstaple EX31 2AP, **10.00 – 1.00**

Friday 29th September, Follaton House, Plymouth Road, Totnes, TQ9 5NE, **09.30 – 12.30**

Core Training

This training needs to be completed within the first year of fostering.

- Induction Day
- Safeguarding Training
- CSE
- First Aid
- Working with Birth Parents
- Equality and Diversity

Equality and Diversity

Trainer: The Zebra Collective

Learning Outcomes: By the end of the session participants will:

- Understand the definitions of prejudice and discrimination.
- Be able to recognise the impact of discrimination of various diverse groups.
- Understand how stereotyping and labelling affect young people.
- Understand Devon County Council policies for achieving equality.
- Be able to recognise different cultural aspects and the need for inclusion.

Start/finish time: 10.00 to 1.00

Monday 10th July, Newcourt Community Centre, Blakeslee Drive, The Rydons, Exeter, EX2 7FN

Monday 18th September, Follaton House, Plymouth Road, Totnes, TQ9 5NE

Monday 20th November, North Devon Leisure Centre, Barnstaple EX31 2AP

Working with Birth Families and Others in a Child's Life

Trainers – Claire Bennett & Debbie Tidmarsh, Fostering Social Workers

Learning Outcomes – To enable carers to explore the practical and emotional issues concerned with working with birth parents and other people involved with the fostered children in their care.

- To have an understanding of the barriers to effective working together.
- To be aware of practical tips to promote better working relationships.
- To identify personal strategies and ideas for working with people directly involved with children in care.

Start/finish: 10.00 to 2.30

TBA – Due to Service Re-design

Inter Agency Child Protection Training

Trainer: Devon Local Safeguarding Children's Board.

Learning Outcomes:

- Working together to identify, assess and meet the needs of children where there are safeguarding concerns.
- The impact of parenting issues such as domestic abuse and substance misuse on parenting capacity.
- Recognising the importance of family history and functioning.
- Working with children and family members, including addressing lack of co-operation and superficial compliance.

Dates: **Dates/venues are put on through out the year and will be circulated when available, please register your interest.**

Please be aware that there is a £90 cancellation fee if a place is booked and then cancelled less than 2 months before the course date unless the place is filled by another carer.

Supporting Contact

Trainer – Claire Bennett, Fostering Social Worker

Learning Outcomes

- Why contact is important for children & young people in care.
- To gain a clear understanding of DCC contact policy.
- To understand the carers role in supporting contact for the children & young people in their care.

Please note, this course does not lead to specific approval for formally supervising contact in a paid role.

Start/finish: 10.00 to 13.00

TBA – Due to Service Re-Design

Autistic Spectrum Conditions; Autism and Asperger's Syndrome

Trainer: Spectrum Management

Aim -

To provide participants with an opportunity to refresh and extend their knowledge, skills and confidence in the supporting children, young people and families who are on the Autistic Spectrum. Specifically developing awareness of the issues affecting young people in foster care.

Learning Outcomes:

By the end of the course participants will:

- Be aware of practice guidance and the legal framework
- Know what is meant by the Autistic Spectrum / Conditions
- Greater knowledge of the Triad of Impairments
- Associated difficulties
 - Epilepsy
 - Anxiety
 - Learning Disability
 - Sensory challenges
- The role and importance of the environment when working with individuals
- Challenges with social interaction and perception

Start/Finish: 9:30 to 12:30

Tuesday 5th September, Newcourt Community Centre, Blakeslee Drive, The Rydons, Exeter, EX2 7FN

Key Skills when Working with Children with Learning Disabilities

Trainer: Spectrum Management

Aim -

To provide participants with an opportunity to refresh and extend their knowledge, skills and confidence in the area of working with children with learning disabilities. Specifically developing awareness of the issues affecting young people in foster care.

Learning Outcomes:

By the end of the course participants will:

- Understand – What is a learning disability?
- Be aware of practice guidance and the legal framework
- Understand the importance of maximising communication
- Understand the increased vulnerability disabled children face in terms of abuse and neglect.
- Be able to recognise the impact of values, attitudes and beliefs when caring for disabled children
- Understand the role of the foster carer as advocate

Start/Finish: 9:30 to 12:30

Wednesday 14th March, Newcourt Community Centre, Exeter, EX2 7AY

Managing Difficult Behaviour and De-escalation

Trainer: Spectrum Management

Aim -

To provide participants with an opportunity to refresh and extend their knowledge, skills and confidence in the working with young people who use their behaviour to communicate. Specifically developing awareness of the issues affecting young people in foster care.

Learning Outcomes:

By the end of the course participants will:

- Be aware of practice guidance and the legal framework
- Be clear about what constitutes 'difficult behaviour'
- Understand why young people might use behaviour to communicate
- What might trigger the use of behaviour
- Techniques for supporting young people who's behaviour is escalating
- The foster carers role in de-escalation

Start/Finish: 9:30 to 12:30

Wednesday 24th January, Follaton House, Plymouth Road, Totnes, TQ9 5NE

Promoting positive mental health and well being

Trainer: Spectrum Management

Aim -

To provide participants with an opportunity to refresh and extend their knowledge, skills and confidence in the area promoting positive mental health and wellbeing. Specifically developing awareness of the issues affecting young people in foster care.

Learning Outcomes:

By the end of the course participants will:

- Understand what positive mental health and wellbeing looks like
- Be aware of practice guidance and the legal framework
- Understand the foster carers role and the importance of a pro-active response
- Understand the importance of building a resilient environment

Start/Finish: 9:30 – 12:30

Tuesday 9th January, North Devon Leisure Centre, Barnstaple EX31 2AP

Safe use of the Internet including Social Media

Trainer: Spectrum Management

Aim -

To provide participants with an opportunity to refresh and extend their knowledge, skills and confidence in the area of online safety. Specifically developing awareness of the issues affecting young people in foster care.

Learning Outcomes:

By the end of the course participants will:

- Have an understanding of the importance and potential benefits of the online world for young people
- Be aware of practice guidance and the legal framework
- Be aware of the risks children and young people face online
- Understand increased online vulnerabilities
- The foster carers roles and responsibilities
- Develop skills for building online resilience

Start/finish: 9:30 to 12:30

Thursday 25th January, Follaton House, Plymouth Road, Totnes, TQ9 5NE

How to have positive conversations with children and YP about sex

Trainer – Spectrum Management

Aim -

To provide participants with an opportunity to refresh and extend their knowledge, skills and confidence in the working with young people regarding sexual development and sexuality. Specifically developing awareness of the issues affecting young people in foster care.

Learning Outcomes:

By the end of the course participants will:

- Be aware of practice guidance and the legal framework
- How much information should you give the young person about sex?
- Know why young people need to know about sex
- Understand what's important for young people need to know?
- Promoting positive, inclusive, sexual relationships and identity

Start/Finish: 9:30 to 12:30

Tuesday 5th December, Newcourt Community Centre, Exeter, EX2 7AY

Teenage Pregnancy is Everybody's Business

Trainer – Spectrum Management

Aim -

To provide participants with an opportunity to extend their knowledge, skills and confidence in the area of teenage pregnancy. Specifically developing awareness of the issues affecting young people in foster care.

Learning Outcomes:

By the end of the course participants will:

- Understand the legal framework and good practice guidelines
- Be aware of the factors that increase risk of teenage pregnancy
- Be aware of the gender bias
- Understand pathways of support and advice

Start/Finish: 9:30 to 12:30

Thursday 16th November, Follaton House, Plymouth Road, Totnes, TQ9 5NE

Understanding Child Sexual Abuse

Trainer – Spectrum Management

Aim -

To provide participants with an opportunity to refresh and extend their knowledge, skills and confidence in the area of child sexual abuse. Specifically developing awareness of the issues affecting young people in foster care.

Learning Outcomes:

By the end of the course participants will have knowledge of:

- The practice guidance and the legal framework
- Sexual development
- The messages children who've been abused receive
- The impact of caring for a child who has been sexually abused
- Accommodation Syndrome – why children don't tell us
- The long term impact of child sexual abuse

Start/Finish: 9:30 to 12:30

Wednesday 17th January, North Devon Leisure Centre, Barnstaple EX31 2AP

Understanding Self Harm

Trainer: Spectrum Management

Aim -

To provide participants with an opportunity to refresh and extend their knowledge, skills and confidence in the area of self-harm. Specifically developing awareness of the issues affecting young people in foster care.

Learning Outcomes:

By the end of the course participants will:

- Identify – What self-harm is
- Be aware of practice guidance and the legal framework
- Be able to identify the triggers
- Be able to identify the signs and indicators
- Know how to respond to a young person
- Identify support that is available

Start/Finish: 9:30 to 12:30

Wednesday 4th October, North Devon Leisure Centre, Barnstaple EX31 2AP

Understanding the impact of emotional abuse and neglect

Trainer: Spectrum Management

Aim -

To provide participants with an opportunity to refresh and extend their knowledge, skills and confidence in the area of emotional abuse and neglect. Specifically developing awareness of the issues affecting young people in foster care.

Learning Outcomes:

By the end of the course participants will:

- Be aware of practice guidance and the legal framework
- Understand the possible indicators of emotional abuse and neglect.
- Understand the short and long term impact of emotional abuse and neglect.
- Reflect on attitudes, values and assumptions when considering emotional abuse and neglect.
- Understand the importance of building children's resilience to reduce their vulnerability to abuse and neglect (including exploitation).

Start/Finish: 9:30 to 12:30

Thursday 18th January, Newcourt Community Centre, Exeter, EX2 7AY

Understanding the Impact of Substance Misuse

Trainer: Spectrum Management

Aim -

To provide participants with an opportunity to refresh and extend their knowledge, skills and confidence in the area of substance misuse. Specifically developing awareness of the issues affecting young people in foster care.

Learning Outcomes:

By the end of the course participants will:

- Be aware of practice guidance and the legal framework
- Develop awareness of the different substances
- Develop awareness of signs and indicators
- Develop strategies for responding to concerns
- Understand the support and advice that is available

Start/Finish: 9:30 to 12:30

Friday 24th November, Follaton House, Plymouth Road, Totnes, TQ9 5NE

Fostering Permanence

Trainer – The Consultancy Adoption Support Agency

This course consists of 6 x 3 hour sessions which must all be attended and will use a combination of teaching input and practical activities. If you wish to attend please discuss with your supporting social worker who will put your name forward, your supporting social worker should attend with you unless they have previously completed the course.

Learning Outcomes

- To share good practice that supports the transition from foster home to adoption.
- To introduce resources and strategies based on child development and adoption psychology knowledge to minimise the stress on all the key people involved in the move to adoption

Start/finish: 10.00 to 1.00

Wednesday, September 27th, October 4th, 11th & 18th, November 1st 8th, Newcourt Community Centre, Blakeslee Drive, The Rydons, Exeter, EX2 7FN

Wednesday, January 31st, February 7th, 14th, 28th, March, 7th, 14th, Cullompton Community Centre, Pye Corner, Cullompton EX15 1JX

Working with Asylum Seekers and Interpreters

- Reasons why unaccompanied children flee their homes and make that horrendous journey to UK
- Understanding some of the cultural misunderstandings and how it can be avoided
- Immigrations issues and solicitors that are specialised in this field in Devon.
- How foster carers can help the children with their English
- How to access interpreting services and the booking procedure
- What type of meetings are interpreters are generally booked for.
- Signposting- organisations that can help BME population in Exeter and Devon

Start/Finish: 10:00 to 1:00

Friday 26th May, Newcourt Community Centre, Blakeslee Drive, The Rydons, Exeter, EX2 7FN

Friday 3rd November, Newcourt Community Centre, Blakeslee Drive, The Rydons, Exeter, EX2 7FN

Too Much Too Young: The Impact of Domestic Abuse on Children

This course helps delegates understand what coercive control in domestic abuse is and how this and violence impacts on children both pre and post birth.

- How abusive relationships develop and are maintained by the abuser
- The educational, physical, emotional impacts of domestic abuse
- The links between domestic abuse and PTSD/trauma
- Implications for the child's developing brain and for attachment
- How children may experience and respond to domestic abuse
- The importance of building resilience and protective factors
- Consideration of how you make your fostering sensitive to the needs of children who've experienced domestic abuse

Trainers: Collette Winters, freelance trainer and associate for 'SafeLives' and Alice Hunt, probation officer and counsellor.

Start 10.00, finish 4.00

Tuesday 27th June, Newcourt Community Centre, Blakeslee Drive, The Rydons, Exeter, EX2 7FN

Wednesday 28th June, Follaton House, Plymouth Road, Totnes, TQ9 5NE

Thursday 29th June, North Devon Leisure Centre, Barnstaple EX31 2AP

Children and Young People Displaying Sexually Harmful Behaviours

A one day course to help delegates define sexually harmful behaviours and understand risk factors for young people displaying them. The course also helps delegates consider age appropriate sexual development and to consider the wider context of how young people learn about sex and consent in the modern age.

- Defining problematic, harmful and abusive sexual behaviour
- Understanding steps to displaying harmful behaviours
- Understanding triggers
- The wider context of sex and relationship education
- Suggestions for identifying age inappropriate or sexually harmful behaviours

Trainers: Collette Winters, freelance trainer and associate for 'SafeLives' and Alice Hunt, probation officer and counsellor.

Start 10.00, finish 4.00

Thursday 11th May, Follaton House, Plymouth Road, Totnes, TQ9 5NE

Young People in Abusive Relationships

This course helps delegates to understand why young people are vulnerable to abusive, controlling relationships and how being in an abusive relationship impacts on their wellbeing. It will also include some ideas for talking about healthy relationships with young people in their care.

- Current research findings in relation to the prevalence and nature of domestic abuse between young people.
- How adolescent brains differ from that of adults and the implications of this on decision making.
- The common attitudes held by young people towards domestic abuse and how to engage and challenge.
- Some of the reasons why it is difficult for young people to recognise and disclose abuse in relationships.
- Some of the ways in which young people may behave in response to abuse.
- Ideas for talking about healthy relationships with young people.

Trainers: Collette Winters, freelance trainer and associate for 'SafeLives' and Alice Hunt, probation officer and counsellor.

Start 10.00, finish 4.00

Friday 12th May, Newcourt Community Centre, Exeter, EX2 7AY

Life Story Work

Trainer – Polly Baynes

- What life story work is
- The right time for doing life story work
- The role of the foster carer/adopter
- How it feels to be asked to remember, and the support a child needs from you
- Caring for children who have idealised view of their birth family

Start/finish: 10:00 to 14:00

Thursday 4th May, Newcourt Community Centre, Exeter, EX2 7AY

Wednesday 24th May, Follaton House, Totnes, TQ9 5NE

Wednesday 7th June, North Devon Leisure Centre, Barnstaple EX31 2AP

Helping Children When They Must Move

Trainer – Polly Baynes

- The impact on separation and loss
- Helping children of different ages understand and cope with moves
- Using play to explain what is happening
- Saying goodbye and supporting the child

Start/Finish: 10:00 to 14:00

Tuesday 21st November, Newcourt Community Centre, Exeter, EX2 7AY

Tuesday 28th November, Follaton House, Totnes, TQ9 5NE

Wednesday 6th December, North Devon Leisure Centre, Barnstaple EX31 2AP

Telling Difficult Stories

Trainer – Polly Baynes

- Explaining to children why they cannot live at home and talking about birth families
- Talking about drugs/alcohol/prison/mental health problems/abuse/violence and other difficult issues.
- How children understand things different at different ages
- Finding the right words, making it simple

Start/Finish: 10:00 to 14:00

Wednesday 4th October, Newcourt Community Centre, Exeter, EX2 7AY

Tuesday 10th October, Follaton House, Totnes, TQ9 5NE

Tuesday 7th November, North Devon Leisure Centre, Barnstaple EX31 2AP

Spectrum Management Child Sexual Exploitation

Trainer – Spectrum Management

- Prevention and promoting and maintaining a 'listening household'
- Staying involved, keeping up communication
- Life skills that reduce risks in the virtual and real world
- Understanding the increased risks of young people in care
- What is exploitation and child sexual exploitation?
- What can you do if you are concerned? Others that can help, sharing information.
- What is MACSE and how can it support you?

Start/Finish: 9:30 to 12:30

Wednesday 17th May, Newcourt Community Centre, Exeter, EX2 7AY
This Course is Currently Full.

Monday 19th June, Follaton House, Totnes, TQ9 5NE
This Course is Currently Full.

Tuesday 4th July, North Devon Leisure Centre, Barnstaple EX31 2AP
This Course is Currently Full.

Thursday 7th September, North Devon Leisure Centre, Barnstaple EX31 2AP
This Course is Currently Full.

Tuesday 10th October, Newcourt Community Centre, Exeter, EX2 7AY

Thursday 19th October, Follaton House, Totnes, TQ9 5NE
This Course is Currently Full.

Wednesday 1st November, Follaton House, Totnes, TQ9 5NE

Thursday 30th November, Newcourt Community Centre, Exeter, EX2 7AY
This Course is Currently Full.

Monday 15th January, North Devon Leisure Centre, Barnstaple EX31 2AP

Thursday 8th February, Newcourt Community Centre, Exeter, EX2 7AY
This Course is Currently Full.

Please note that Child Sexual Exploitation training is a Mandatory course, and it's important that this is completed.

How to Apply

Applications should be made via email to fosteringservicetraining-mailbox@devon.gov.uk If you have any questions please contact Beth Wells, by the above training mailbox email or by telephone on 01392 383000 and ask for 'fostering training'.

If you have any special needs in relation to sight/hearing/mobility/use of written materials please inform fostering training.

Places will be allocated on receipt of your application email and details of your confirmed places will be emailed back to you. If a course is full you will be placed on a waiting list and will be contacted should a place become available. In the first instance, we will allocate, 1 place per household.

If you do not wish your contact details to be shared with other carers please indicate this on your application. Approximately 2 weeks prior to the course date details of the course will be sent out. **It is very important that if your email address changes you inform us** as you may miss out on vital information (e.g. venue changes) and any new training which may be added to the program.

As per Ofsted policy certificates will not be awarded unless the whole training session is attended.

Thank you for your application and we hope you enjoy your training.

IF YOU CANNOT ATTEND

Once you've booked onto a course, you should try your hardest to attend. We run waiting lists for each one - but if you cancel too near to the date, or simply don't turn up at all, then it's impossible to fill your place - and this means that you are effectively preventing another carer from taking advantage of the training opportunity.

There will be a fee of £50 for late cancellations, as well as failing to attend a training course without informing fostering training.

Inter agency child protection training - please be aware that there is a £90 cancellation fee if a place is booked and then cancelled less than 2 months before the course date unless the place is filled by another carer.

Fostering is full of unpredictable events, but an empty seat on a course costs money – so only cancel if you have to, and do it as soon as you know you can't attend by calling 01392 383000 or email the training mailbox at fosteringservicetraining-mailbox@devon.gov.uk

TRAINING WORKSHOPS IN YOUR SUPPORT GROUPS

Following on from previous year's success in delivering training workshops using **carers' support groups**, we have continued with this programme.

Workshops will run for up to three hours from either 10am to 1pm, or 7pm to 10pm and are being arranged by the fostering supervising social workers.

Please contact your fostering social worker who will be able to let you know more about the training and the areas in which support groups take place

If specific training is delivered these workshops are certificated.

SMALL PRINT

GENERAL INFORMATION

We hope that you will find the courses being offered for 2017/18 useful and enjoyable. If you are interested in a course which is not being included this year but has been in the past please let us know as it may be possible to run it at a later date.

Occasionally we will also offer training opportunities in addition to this programme. Details of these courses will be circulated via your local newsletters or other mailings for the fostering teams, so please keep an eye open for them!

CONFIDENTIALITY

Carers who participate in the training programme will be encouraged to discuss children in their care as part of the training. However, all participants must respect confidentiality of this information outside of the training session.

Due to the remodelling of the fostering service there may be some core training courses attended by carers before approval at panel and occasionally carers from another local authority. Please bear this in mind when discussing children and young people in your care.

Where there are any concerns arising from information shared on a training programme in respect of any carer's practice, this will be referred by the trainers to the relevant manager in the fostering service. A carer will always be informed that this action is being taken and that concerns are being raised.

If you need to discuss issues of confidentiality further, please contact Jayne Birbeck, Recruitment Marking and Training Manager on 01392 383000.

FINANCIAL SUPPORT

We are able to reimburse foster carers attending training events described in this brochure, for mileage to and from these events and out of pocket expenditure on child care costs. Claims for all expenditure must be made using the form **CIC3a, Foster Carer Expenses Claim Form for Non Child Specific Expenditure**. Copies of this form can be obtained from the training clerk on 01392 383000.

Please try to complete and submit one form per month. **Remember to sign it** before sending it on. In the *Reason for Journey* section, please indicate clearly the date, venue and name of the course you have attended. Where child care costs are being claimed, please attach receipts. Under normal circumstances mileage will be paid at the current Volunteer Rate. Carers are also entitled to an extra 1p per mile if they carry a passenger who is attending the same training course. Wherever reasonably possible we would expect foster carers to share transport.

For all training outlined in this brochure, please send your claim forms to Room 248, County Hall, Topsham Road, Exeter, EX2 4QD

Please note: claims for any other expenses in relation to children placed with you, should be submitted to your Fostering Supervising Social Worker.

VENUES AND TIMINGS

We have tried to make the courses as convenient to carers as possible by locating them in venues across the county and at times which do not clash with school delivery or collection. Some courses are also delivered via support groups which operate at various times throughout the week some of which are run during the day and some in the evening.

FOSTER CARE TRAINING STRATEGY

Purpose of the Strategy

- To ensure that foster carers and their families are trained in the skills required to provide high quality care and to meet the needs of each child or young person placed in their care
- To meet the requirements of the training, support and development standards for Foster Care.
- To ensure that our foster care training strategy contributes to the five outcomes for Children in Care from 'Every Child Matters':
 - 1) **Being healthy:** enjoying good physical and mental health and living a healthy lifestyle
 - 2) **Staying safe:** being protected from harm and neglect
 - 3) **Enjoying and achieving:** getting the most out of life and developing the skills for adulthood
 - 4) **Making a positive contribution:** being involved with the community and society and not engaging in anti-social or offending behaviour
 - 5) **Achieving economic well-being:** not being prevented by economic disadvantage from achieving their full potential in life

Our Aims

- To provide pre-approval, induction and ongoing training for each carer approved by Devon County Council's Children and Young People's Services
- To create opportunities for carers to benefit from the experience and knowledge of existing carers and young people who have been in care.
- To deliver training which fits into the framework of equal opportunities and anti-discriminatory practice

- To deliver training in a way which facilitates attendance by offering accessible times and venues, and by meeting childcare costs and other reasonable expenses
- To create opportunities for carers to achieve nationally recognised qualifications
- To create opportunities for foster carers to experience training with social care staff

How we will achieve this

- Produce an annual training programme for foster carers
- The carers' annual fostering review will include an appraisal of training and development needs and take into account those arising from new legislation and policy developments
- Each training course is evaluated individually as well as in conjunction with the annual evaluation of the whole training programme with involvement from carers and fostering supervising social workers
- By listening to and responding to feedback about our training programme

LEGISLATION AND NATIONAL GUIDANCE

All fostering work with looked after children is governed by a number of key pieces of legislation and guidance. The courses in this programme are not intended to make carers experts in law, but are designed and presented within the spirit, context and responsibilities of this legislation and guidance.

PORTFOLIOS AND INDIVIDUAL DEVELOPMENT

Portfolios

We encourage carers to use the training opportunities which are provided as part of their learning and development. To make the most of the training opportunities which are available, your fostering supervising social worker will discuss your learning and development needs as part of their ongoing work with you and as part of the foster care review process. This information is used for our review of the training programme to see how we can better meet carers' needs.

All carers will have their individual development portfolio and TSD workbook.

For foster carers wishing to pursue a Level 3 Qualification the keeping of a portfolio is very relevant as once you have enrolled on the Level 3 programme your Assessor will guide you as to how the evidence can be used.

REFLECTIVE LEARNING LOG

Please complete this REFLECTIVE LEARNING LOG following attendance at any training event, and discuss this with your fostering supervising social worker. It is helpful for them to have a copy of this on your foster carer file, and for you to keep in your personal training portfolio.

Consider the following questions in whatever order suits you.

Evaluation of the Training

- ❖ Date of event

- ❖ What was the event?

- ❖ What was I expecting to learn (if appropriate)?

- ❖ What have I learned?

- ❖ What was significant about this learning for me?

- ❖ How does this learning link to competencies for fostering?

- ❖ How will this learning change my practice?

Putting it into Practice

- ❖ How you are going to put your new knowledge into practice?
- ❖ What support or permissions may you need to implement your plan?
- ❖ Who will agree as to how you put this new knowledge gained from attending this training into practice?
- ❖ In general how did putting the above into practice go?
- ❖ What went well whilst doing it?
- ❖ What didn't go so well?
- ❖ How did the other people involved feel about how you put it into practice? e.g. children, parents, colleagues?
- ❖ What evidence do you have that putting the new knowledge gained into practice worked? How are you going to demonstrate this?
- ❖ Did you use any other research in addition to this training?

Signed.....Foster Carer

Signed.....Fostering Supervising Social Worker

FOSTERING DEVON

WITNESS RECORD

Name.....

Date.....

Written Account of Involvement with Foster Carer

The above meets these Standards.....

Signed:.....Foster Carer

Signed:.....Social Worker

FOSTERING DEVON

PROFESSIONAL DISCUSSION RECORD

Foster Carer.....

Social Worker.....

Areas to be covered within the discussion	Foster Care Standard
Outline of discussion content	Counter reference (if recording used)