

Training List 2020-2021

Introduction

Welcome to the 2020-2021 training and development programme. As a carer, it is **your responsibility** to ensure that you have a good understanding of key areas of your role. Every main carer needs to pro-actively attend a minimum of **5 courses per year** and talk through the learning from these with your Supervising social worker. This will ensure that as a team, we provide excellent outcomes for all children in the care of Tower Hamlets. There are a number of new courses such as Children's Rights, Advocacy, negotiation and assertion skills and Attachment: PACE (Advanced).

You are required by us to refresh your knowledge of subject areas, particularly the mandatory courses **every three years** in order to stay updated about changes in legislation and areas of focus pertaining to your status as a carer. Training and development forms part of your Annual Review and you may be asked about this as part of the process of Approval. At Tower Hamlets we are proud of our training and development and as well as the courses, we have a career progression route for carers to move from TSD completion to Fostering changes to NVQ Advanced Diploma.

Mandatory Courses/Refresher Courses:

Eight courses that carers, particularly foster carers, are required to revisit every three years are listed below. Newly approved carers (up to 12 months of approval) should also attend these courses at the earliest opportunity over other courses on offer. These are:

1. Understanding Attachment (Foundation)
2. Equality, diversity and identity
3. Paediatric First Aid
4. Safeguarding and child protection
5. Safer Caring and protecting children
6. Managing challenging behaviour
7. Working with the Department
8. Cultural Awareness

The courses have been categorised under the following headings:

(Event venues are subject to change and will be held if deemed safe and in line with government guidance on social distancing)

Carer Focused

Child Focused

Health and Safer Caring

Legislation and Regulations

CARER FOCUSED TRAINING

| | |
|---|--|
| Advocacy, negotiation and assertion | |
| Looking after yourself: mindfulness and other strategies for managing stress | |
| Health and safety for foster carers | |
| The emotional significance of food | |

CHILD FOCUSED TRAINING

| | |
|---|--|
| Attachment: PACE Dan Hughes model (Advanced) | |
| Attachment: Understanding (Foundation) | |
| Managing challenging behaviour | |
| Black cultural awareness: including skin and hair | |
| Preparation skills for foster carers | |
| Fostering changes | |
| Life story work | |
| Promoting positive mental health | |
| Preparation for independence | |
| Raising aspirations in education: primary, secondary and further education | |
| Transitions and endings | |
| Understanding teenagers | |
| Strategies for de-escalating anger and aggression in children and young people | |
| Presentation skills for foster carers | |
| Building emotional resilience in children and young people | |
| Missing from care: Safeguarding | |

HEALTH AND SAFER CARING

| | |
|---|--|
| Child Development 0-11 years | |
| Child Development 11-18 years | |
| Communicating effectively with children – active listening and responding | |
| Paediatric first aid | |
| Safeguarding and child protection | |
| Safer caring and protecting children | |
| Serious concerns and allegations | |
| Sexual health and how to talk to children and young people about this | |
| Safer foster care for men | |
| Understanding and caring for the traumatised child and young person | |
| Understanding the effects of neglect and abuse | |
| Radicalisation awareness & Prevent Champion | |

LEGISLATION AND REGULATIONS

| | |
|-----------------------------------|--|
| Children's Rights | |
| Delegated authority | |
| Equality, diversity and identity | |
| Nominated carer training | |
| Professionalism as a foster carer | |
| Record keeping and report writing | |
| Working with the Department | |

Carer focused training

Advocacy, Negotiation and Assertion

For: foster carers, family and friends foster carers

This course provides skills and techniques to assist carers to advocate and behave assertively; whilst examining the most effective ways to negotiate and influence other professionals. Participants will explore what is advocacy and why it is important in the fostering role.

Learning outcomes:

- Have a clear understanding about what it means to be assertive and understand its importance
- Understand and apply negotiation in advocating for children
- Be able to recognise when they are behaving in an assertive, aggressive or passive manner
- Be able to recognise the non-verbal aspects of passive, aggressive, and assertive behaviour
- Have gained and applied the techniques of saying 'no', the 'broken record' and the 'workable compromise' to assist them in behaving assertively
- Have learned how to apply the four-part 'I' message when giving feedback to another person about their behaviour
- Have learned the skills and techniques for resisting manipulation and coping with criticism through the application of 'fogging', 'negative assertion' and 'negative enquiry'
- Be more confident about choosing to behave assertively in their fostering role
- Have practiced being more assertive using case scenarios

| DATE | TIME | VENUE |
|-------------|-------------------|--|
| 27/01/2021 | 9.45 am - 2.45 pm | Albert Jacob House, 62 Roman Road, London, E2 OPG – To be confirmed |

Trainer/Agency: Chris Christophides

Looking after yourself: Mindfulness & other strategies for managing stress

For: foster carers, family and friends foster carers

This course provides an opportunity for participants to identify sources of stress and how these can best be managed. The course will give participants an understanding of stress and its effects. It will also cover the physical and psychological impact for us of stress.

Learning outcomes:

- Be able to identify the signs and indicators of stress
- Be able to develop a clear understanding of what happens physically and psychologically to us when stressed
- Be able to identified the specific nutrients the body needs and uses when responding to stress
- Understand mindfulness and its value in managing stress
- Have gained a clear understanding of the concept of 'flow' and its importance in responding to secondary traumatic stress
- Have gained a clear understanding of the strategies to manage stress
- Have developed a manageable action plan for responding effectively to stress

| DATE | TIME | VENUE |
|------------|-----------------|---|
| 10/03/2021 | 10 am – 2.45 pm | Albert Jacob House, 62 Roman Road, London, E2 OPG – To be confirmed |

Trainer/Agency: Jonathan Epps/Curve Solutions

Health and Safety for Foster Carers

For: foster carers, family and friends foster carers

This course gives foster carers a clear understanding of their health and safety responsibilities. Participants will consider safety considerations, risk assessments and what positive steps are necessary to ensure that the foster carer promotes safety within the home and provides an environment suitable for a child or young person.

Learning outcomes:

- How health and safety assessments on a foster family home are completed
- Current legislation and regulation requirements
- The standards to expect in a foster home to ensure that it is adequately furnished and decorated and is maintained to a good standard of cleanliness and hygiene is in good order throughout
- The assessment of outdoor spaces which are part of the premises and to ensure they are safe, secure and well maintained
- Written guidelines foster carers receive on their health and safety responsibilities
- What steps are necessary to ensure that hazards to children both inside and outside are minimised and proper steps are taken to avoid accidents
- Requirements of foster carers in devising and practising an emergency escape plan
- Issues relating to travel and transport of children and young people

| DATE | TIME | VENUE |
|------------|-------------------|---|
| 11/01/2021 | 9.45 am – 2.45 pm | Albert Jacob House, 62 Roman Road, London, E2 OPG – To be confirmed |

Trainer/Agency: Steve Goodburn/Brighter Future Solutions

The emotional significance of food

For: foster carers, family and friends foster carers

This course provides the opportunity for participants to gain a clear understanding of the emotional significance of food especially when caring for looked after children and young people. The course will also provide the opportunity for participants to explore their own patterns, habits and attachments to food.

Learning outcomes:

- The role of food beyond nutrition and how it links to high quality therapeutic care
- How food can be a useful tool in helping children and young people recover from past neglectful and abusive experiences
- A greater understanding of why looked after children and young people may steal or hoard food
- The inextricable link between food, feelings and relationships and how this begins from birth
- How through food, children and young people can experience a sense of consistency and nurture and how food can be used to demonstrate care

| DATE | TIME | VENUE |
|------------|-----------------|--|
| 16/12/2020 | 10 am – 2:45 pm | Albert Jacob House, 62 Roman Road, London, E2 OPG To be confirmed |

Trainer/Agency: Jonathan Epps/Curve Solutions

CHILD FOCUSED TRAINING

Attachment P.A.C.E the Dan Hughes model {Higher Level/Advanced}

For: foster carers, family and friends foster carers

This course is only suitable for carers who have **already done foundation level** courses in Attachment and have excellent oral and written communication skills. The course enables participants to gain a clear understanding of ordinary child development and the role of attachment in enabling children to develop in a healthy way. It will cover the impact of trauma and stress and the range of attachment difficulties children and young people struggle with. Participants will be studying the work of Dan Hughes regarding parenting using the principles of Playfulness, Acceptance, Curiosity and Empathy (P.A.C.E) and consider how this understanding of children's behaviour can help the development of a secure base.

Learning outcomes:

- The role of attachment in ordinary child development including the cycle of bonding and attachment in the early years of life.
- Understand the basic principles of neurobiology of attachment.
- The various types of attachment difficulties.
- Recognise the effects of trauma and its effects on children's behaviour and development.
- The difficulties children and young people experience when the attachment process is disrupted.
- The techniques to facilitate the child's ability to establish a secure attachment with his/her foster carers.
- The symptoms and behaviour of children who have attachment disorder.

| DATE | TIME | VENUE |
|------------|-------------------|--|
| 21/09/2020 | 9.45 am – 2.45 pm | Albert Jacob House, 62 Roman Road, London, E2 OPG – To be confirmed |

Trainer/Agency: Steve Goodburn/Brighter Future Solutions

Attachment: Understanding Attachment

For: foster carers, family and friends foster carers

This course provides an opportunity for carers to consider how the quality of the attachments the child and young person has experienced impacts on the fostering placement. Participants will be able to define what is meant by attachment and gain a thorough understanding of attachment theory. This course is one of the mandatory courses for foster carers and carers who have not done this course for the past three years need to revisit it.

Learning outcomes:

- Have gained a thorough understanding of attachment theory
- Be able to recognise what constitutes an attachment disorder diagnosis
- Develop a great understanding of the different types of attachment styles the fostered child and young person may have experienced
- Consider a range of strategies for responding to the different insecure attachment styles the foster child and young person exhibits, in order to give them the best opportunity of forming secure attachments
- An understanding of recent research carried out on the impact of severe neglect on brain development and its implications for children's attachments
- A resource list consisting of books, DVDs, and websites for gaining further insight and information about how best to respond to fostered children and young people who have attachment difficulties

| DATE | TIME | VENUE |
|------------|--------------|---|
| 07/11/2020 | 10 am – 3 pm | Mulberry Place, 5 Clove Crescent, E14 2BG – To be confirmed |

Trainer/Agency: **Jonathan Epps/Curve Solutions**

Managing challenging behaviour

For: foster carers, family and friends foster carers

This course is for foster carers who work with children and young people with a range of challenging behaviour problems. This course will provide foster carers with skills to manage challenging behaviour including symptoms of attachment disorders. It is designed to enable participants to gain a clear understanding of the reasons why children and young people have behaviour difficulties. Participants will learn strategies to develop positive behaviour management techniques as well as gaining a greater insight into how to implement them. This is one of the **mandatory** courses for foster carers.

Learning outcomes:

- Gaining an increased understanding of the interplay of factors, which can contribute to challenging behaviour e.g. genetics and environmental factors especially loss, separation and attachment issues
- The exploration of strategies for managing challenging behaviour including empathic behaviour techniques which is particularly effective when working with children and young people who have experienced trauma, e.g. loss and separation
- How early childhood experience and the effects of early childhood deprivation and trauma result in behaviour problems
- Common behaviour problems for looked after children
- A range of techniques to manage children's behaviour problems and how to encourage positive behaviour
- How to encourage and reward positive behaviour including aspects of safe care and what are considered as approved and non-approved sanctions
- Parenting styles and parenting behaviour

| DATE | TIME | VENUE |
|------------|--------------|--|
| 08/07/2020 | 1pm – 4:15pm | Zoom |
| 27/02/2021 | 10 am – 3 pm | Mulberry Place, 5 Clove Crescent, E14 2BG To be confirmed |

Trainer/Agency: Tim Bower/LA Training

Black cultural awareness - for BME children and young people {evening, weekday & weekend}

For: foster carers, family and friends foster carers

The Fostering Development Team has merged the Cultural awareness course with Black carers Support Group. We want to offer multiple opportunities for all carers to learn how important it is that we work to help looked after children preserve their identity and ethnicity. Also, so that carers have a deeper awareness of how to promote and support the heritage and traditions of each child including looking after hair and skin when caring for BME and dual heritage children. These courses will cover Caribbean and African cultures including learning about the food and traditions from these areas. Courses will include a theme so the October course will focus on Black History Month and as well as great learning opportunities, visitors who bring specialist knowledge will be attending each course. Please note all courses will be held at Mulberry Place.

Learning outcomes:

- How to promote a positive sense of ethnicity, culture and belonging for BME children and young people
- Understanding of physical care routines for skin and hair care
- Be able to recognise and discuss products and useful tools for skin and hair care
- Health related skin and hair conditions relevant for BME children
- Hair braiding and styling
- Black history month

| DATE | TIME | VENUE |
|--|--------------|---|
| Saturday 17 th October 2020 | 10 am – 2 pm | Mulberry Place, 5 Clove Crescent, E14 2BG – To be confirmed |
| Tuesday 23 rd February 2021 | 6 – 8 pm | Mulberry Place, 5 Clove Crescent, E14 2BG To be confirmed |

Trainer/Agency: Sonia Richardson and Claudette Blake
Tower Hamlets Fostering Team

Fostering changes

For: foster carers and family and friends foster carers

This **twelve week course** was developed by the Conduct Disorder, Adoption and Fostering National and Specialist Team at the Maudslay Hospital. The course helps carers manage behaviour and avoid disruptions for looked after children. A minimum of 90% attendance is required to achieve the Certificate and carers who are not punctual or absent will be asked to leave and enrol for the next course. Dates fit with term times. This is a progression from TSDs so you must have your Certificate of completion. Carers demonstrate the practical skills learned to support permanency and manage challenging behaviour. Follow up assessment by supervising social workers takes place for a three month period before payment is increased and you may be asked to repeat the course if the assessment is not signed off. Each week there is home practice which you feedback to the group so you cannot enrol for this course unless you have a **child in placement**.

Learning outcomes:

- The Fostering Changes programme as a behaviourally based course that derives from research into parenting skills, attachment, educational attainment and the academic progression of looked after children who are in foster care
- How carers can gain real skills in behaviour identification and management. This is an evidence based programme that supports the longevity and stability of placements
- How to practically apply the skills and knowledge you gain to real life situations and challenges with children and young people. You will need to have a child in placement with whom you can work with during the course, as there will be tasks to complete each week

| DATE – To be confirmed | TIME | VENUE |
|--|-----------------|--|
| September 3 rd , 10 th , 17 th & 24 th October 1 st , 8 th , 15 th & 22 nd November 5 th , 12 th , 19 th & 26 th December 3 rd | 10 am – 2.30 pm | C3 Mulberry Place, 5 Clove Crescent, London, E14 2BG – To be confirmed |

Trainer/Agency: CAMHS in partnership with Halima Begum and the TH Fostering Team

Life story work {weekend and evening}

For: foster carers, family and friends foster carers

This course is an introduction to life story work. Children separated from their birth families are often denied information about their past. Providing such information in a child focused and sensitive way can help them understand how events and relationships in their past have helped to shape their lives. Life story work can help children to access and incorporate such information and, by using a range of skills and tools, can support children in moving towards a healthy and stable future. The short course (refresher training) is suitable for carers who have done the life story course previously but would like to update and the longer course is for beginners to life story work.

Learning outcomes:

- The meaning of life story work
- Skills to effectively communicate with children through the use of a variety of methods
- Different ways life story material can be assembled
- Tower Hamlets procedures and support with relation to undertaking life story work

| DATE | TIME | VENUE |
|------------|---------------------------|--|
| 11/11/2020 | 9.45 am – 2. 45pm | Mulberry Place, 5 Clove Crescent, London, E14 2BG – To be confirmed |
| 08/03/2021 | 6 pm – 8 pm *refresher | Mulberry Place, 5 Clove Crescent, London, E14 2BG – To be confirmed |

Trainer/Agency: Sandra Garner from Permanence and Adoption Support Team

Promoting positive mental health in children and young people

For: foster carers, family and friends foster carers

This course provides an opportunity for carers to develop their understanding of how best to promote the mental health of looked after children and young people.

Learning outcomes:

- Be able to define what is meant by ‘Good Mental Health’ and understand the definition used by the World Health Organisation and the National Association for Mental Health
- Be able to identify the risks and adversity factors that may result in some children and young people being prone to develop poor mental health
- Have gained an awareness of the prevalence of mental health disorders in looked-after children and young people and the importance of placement stability as a factor in improving their mental health
- Have consider strategies that can be employed in understanding and managing a range of mental health problems such as attempted suicide, depression, eating disorder and self-harm
- Understand the importance of resilience and the associated protective factors in promoting good mental health in children and young people
- Be able to use a resource list of websites providing further information about how best to respond

| DATE | TIME | VENUE |
|------------|----------------|---|
| 03/02/2021 | 10 am – 2.45pm | Albert Jacob House, 62 Roman Road, E2 OPG To be confirmed |

Trainer/Agency: Jonathan Epps/Curve Solutions

Preparation for independence

For: foster carers, family and friends foster carers

This course aims to provide an understanding of the complex issues of preparing looked after children for leaving foster care and for independence. It also provides information on the *Staying Put* framework within which arrangements for Care Leavers aged 18 and above to stay on with their former foster carers are set down.

Learning outcomes:

- Be conversant with the Children (Leaving Care) Act 2000
- Understand the Pathway Planning process and your role in this
- Be conversant with the Children and Families Act 2014 in relation to Staying Put arrangements
- Understand the practical issues related to working with children and young people who are leaving and living independently
- Explore how to support the young person to manage the transition to adulthood
- Have considered practical strategies a young person can employ to address the common issue of loneliness
- Be able to use a resource list of websites to provide further information about how best to prepare the young person for independence and leaving care

| DATE | TIME | VENUE |
|------------|-----------------|--|
| 30/09/2020 | 10 am – 2.45 pm | Mulberry Place, 5 Clove Crescent, London, E14 2BG To be confirmed |

Trainer/Agency: Jonathan Epps/Curve Solutions

Raising aspirations in education: education awareness for primary secondary school and further education

For: foster carers, family and friends foster carers

These practical and informative workshops are **mandatory** for carers – please chose based on the age range of children you care for. The workshops are targeted specifically to help carers better understand the educational system and the support needs looked after children have. They focus on a child’s school life from primary right through to Post 16 further education. You will gain top tips on what carers should take responsibility for. Also what help and support can be expected from the school and from the Virtual School Team for every looked after child. Carers are welcome to book the age range that best suits the children and young people in their care and if appropriate when caring for children at each stage of their educational journey, carers are encouraged to book for all. Carers are encouraged to communicate directly with and proactively utilise the Virtual School Team to support looked after children to have high aspirations in education.

Learning outcomes:

- The procedure for admissions to schools and colleges to ensure a smooth transition for the young person
- The exclusions process and where you can get support
- Procedures for children and young people with Special Educational Needs
- The Personal Education Planning Process
- The changes to exams, assessment, curriculum and learning that have recently been introduced to all schools and how they will affect the young person in your care
- The applications process for Further education

| DATE | TIME | VENUE |
|--------------------------------|--------|---|
| {Primary} 19/10/2020 | 10-2pm | Albert Jacob House, 62 Roman Road, London, E2 OPG - To be Confirmed |
| {secondary} 30/11/2020 | 10-2pm | Albert Jacob House, 62 Roman Road, London, E2 OPG – To be confirmed |
| {Further education} 18/01/2021 | 10-2pm | Albert Jacob House, 62 Roman Road, London, E2 OPG – To be confirmed |

Trainer/Agency: Teachers from the Tower Hamlets Virtual School Team

Transitions and endings

For: foster carers, family and friends foster carers,

This course provides participants with an opportunity to understand how best to support children and young people going through transitions and change. Participants will gain a greater understanding of the process of loss and grief, when a child or young person moves on.

Learning outcomes:

- The impact of secure and insecure attachment patterns on a child or young person's ability to deal with transitions and endings
- The importance of planned transitions and endings and how these can impact on child, carer and their family
- How to help children and young people to face change and loss
- The importance of resilience in helping children and young people to managed transitions successfully
- How to assist a child or young person create a positive 'script' around transitions and endings

| DATE | TIME | VENUE |
|------------|-------------------|---|
| 10/02/2021 | 9.45 am – 2.45 pm | Albert Jacob House, 62 Roman Road, London, E2 OPG – To be confirmed |

Trainer/Agency: Steve Goodburns/Brighter Future Solutions

Understanding teenagers

For: foster carers, family and friends foster carers

This course provides participants with an opportunity to explore a range of assumptions and theories held about teenagers and consider the most effective ways to empower them to reach their full potential.

Learning outcomes:

- Explore the considerable pressures that a teenager experiences in society today
- Theories about adolescent development and exploring the value of these theories in day-to-day practice
- Adolescent developmental milestones
- How attachment theory can help make sense of adolescent behaviour
- Recent research findings that highlight the significant changes that occur in the brain during adolescence

| DATE | TIME | VENUE |
|------------|-----------------|--|
| 13/01/2021 | 10 am – 2:45 pm | Mulberry Place, 5 Clove Crescent, London, E14 2BG – To be confirmed |

Trainer/Agency: Jonathan Epps, Curve Solutions

Presentation skills for foster carers

For: foster carers, family and friends foster carers

This course provides an opportunity to gain the necessary skills and confidence to deliver a presentation to a group.

Learning outcomes:

- Have an understanding of the necessary skills to design and deliver an effective presentation
- Have the opportunity to learn about the implications of working with different learning styles and the opportunity to explore your own learning style
- Learn about a range of presentation & facilitation skills, and techniques
- Receive constructive feedback from the other course participants and facilitator following completion of a 7-10 minute presentation

| DATE | TIME | VENUE |
|------------|-----------------|---|
| 07/10/2020 | 10 am – 2.45 pm | Albert Jacob House, 62 Roman Road, E2 0PG To be confirmed |
| 21/10/2020 | 10 am – 2.45pm | Albert Jacob House, 62 Roman Road, E2 0PG To be Confirmed |

Trainer/Agency: Jonathan Epps/Curve Solutions

Strategies for de-escalating anger and aggression in children and young people

For: foster carers, family and friends foster carers

This course provides participants with strategies for de-escalating and managing anger in children and young people and identifies the different stages of an aggressive incident or behaviour.

Learning outcomes:

- Understand the difference between anger and aggression
- Have gained an awareness of your own 'triggers'
- Have a clear understanding of the physical sensations linked to anger
- Be able to identify ways in which you can manage your responses and feelings arising from the aggression and challenging behaviour the children and young people display
- Have gained an understanding of the area of the brain known as the amygdala and its relevance to the 'flight-flight' response in children and young people
- Be conversant with Kaplan and Wheeler's six-stage de-escalation model of a violent incident
- Have developed practical anger management strategies that you can teach to the child and young people

| DATE | TIME | VENUE |
|------------|-----------------|---|
| 24/11/2020 | 10 am - 2.45 pm | Albert Jacob House, 62 Roman Road, E2 OPG To be confirmed |

Trainer/Agency: Jonathan Epps/Curve Solutions

Building emotional resilience in children and young people

For: foster carers, family and friends foster carers

This course provides participants with a clear understanding of the theory of resilience and how it can be practically applied. Participants will gain a greater understanding as to why and how some foster children and young people bounce back from adversities while other do not.

Learning outcomes:

- Be able to define what is meant by resilience
- Understand the risk and adversity factors that can undermine a child or young person
- Understand the key protective factors of resilient children
- Have considered the different ways in which they can build the three 'building blocks' of resilience (self-esteem, self-care and a secure base) with the children and young people
- Understand Edith Grotberg's I HAVE, I AM, I CAN model for promoting resilience
- Be able to use a resource list consisting of books, DVD'S and websites providing further information for applying resilience theory when working with children and young people

| DATE | TIME | VENUE |
|------------|-----------------|---|
| 04/11/2020 | 10 am - 2.45 pm | Albert Jacob House, 62 Roman Road, E2 OPG – To be confirmed |

Trainer/Agency: Jonathan Epps/Curve Solutions

Missing from care – Safeguarding

For: foster carers, family and friends foster carers

This course is being offered in partnership with the Missing from care and Child sexual exploitation teams at the Met Police and the Tower Hamlets Emergency Duty Team (EDT). It will cover your responsibilities to do with a child or young person going missing and clarify the expectations and systems used by the Police and EDT including the systems used to find them and return them to their placement. Also, what you should do if you suspect a child is at risk of county lines or already being sexually exploited with a focus on the safety systems you can put in place with the Met for a child or young person. In the space of a year since we last ran this course, Tower Hamlets has changed and updated systems for this and the course will also cover the changes that have taken place at the Met Police with reporting a child missing through the online 101 system which replaces the telephone line. We know that children from care because of their often chaotic backgrounds and complex support needs are particularly vulnerable to these issues so it is essential that carers are up to date in how best to safeguard and protect them.

Learning outcomes:

- Partnership work with the Met Police when a child goes missing, Grab Pack for each child and new online 101 reporting
- Procedures used once a child or young person goes missing
- Early intervention for children and young people at risk of sexual exploitation to safeguard and promote the child or young person's well-being
- The law and safety systems you can put in place to safeguard children and young people from sexual exploitation
- Your reporting responsibilities and the support you then receive from Tower Hamlets EDT
- Signposting to other organisations for support and assistance

| DATE | TIME | VENUE |
|------------|------------|---|
| 29/09/2020 | 10am – 2pm | AJH101, Albert Jacob House, 62 Roman Road, E2 OPG – To be confirmed |

Trainer/Agency: Pc Tony DUDELL, Met Police

Health and Safer caring

Child Development 0-11 years

For: foster carers, family and friends foster carers

This course enables foster carers to explore and learn about the development of children from birth, the early years of childhood and up to pre-teenage years; through the key theories and what children need to reach their milestones.

Learning outcomes:

- How development impacts on children's emotions, understanding and behaviour
- Exploring the various stages of development from birth to 11years.
- Strategies you can use with children to help understand their needs and emotions
- Factors that affect the development of children such as trauma, attachment styles, physical, sexual, emotional abuse and neglect
- Recent developments in neuroscience in child development

| Date | Time | Venue |
|------------|----------------|-------|
| 03/06/2020 | 1 pm - 4:15 pm | Zoom |

Trainer/Agency: Tim/Lesley Bower LA Training

Child Development 11-18 years

For: foster carers, family and friends foster carers

This course will consider ways to encourage children with a range of needs to thrive developmentally and the key theories in relation to this for the 11-18 years age range.

Learning outcome:

- An overview of development including physical, cognitive, personal, social, emotional, moral and spiritual in the 11-18 age group
- Issues that affect development such as attachment styles, physical, sexual, emotional abuse and neglect
- The sexual development of children and young people
- Recent developments in neuroscience in relation to child development especially the teenage brain

| Date | Time | Venue |
|------------|--------------|---|
| 16/01/2021 | 10 am - 3 pm | Mulberry Place, 5 Clove Crescent, London, E14 2BG – To be confirmed |

Trainer/Agency: Tim/Lesley Bower LA Training

Communicating effectively with children and young people

For: foster carers, family and friends foster carers

This course provides participants with strategies to develop their active listening and responding skills. Participants will also learn how to recognise and understand why active listening skills are essential when caring for children and young people from 0 - 18 years.

Learning outcomes:

- Identify key skills required to communicate competently with children within the different age range
- Explain how to use open questions
- Describe appropriate responses to enable children to expand on their communication
- Describe a range of appropriate responses to a child who has difficulty in communicating their feelings
- Explain how to use different communication media, charts, rewards
- Describe barriers to effective communication
- Identify active listening techniques and know how to use them

| DATE | TIME | VENUE |
|------------|-------------------|--|
| 24/02/2021 | 9.45 am - 2.45 pm | Albert Jacob House, 62 Roman Road, London, E2 OPG To be confirmed |

Trainer/Agency: Chris Christophides

Paediatric first aid {weekday & weekend}

For: foster carers, family and friends foster carers and nominated carers

This course will equip participants with the skills to deal with emergency situations and to administer basic first aid, particularly focusing on children and young people. Unless carers attend **both days** the Certificate cannot be issued. It is essential to update your qualification every three years. This course involves being assessed in the practical use of First Aid and also sitting a multiple choice paper at the end of the course. You will **not** be permitted to have your mobile phone switched on or out of your bag at all during training. If you are expecting an urgent call, speak to the Trainer about this. If you use your phone during your test, you will be asked to leave. No-one is permitted to keep a copy of the test in either a photographic or paper version. This is one of the mandatory courses for foster carers.

Learning outcomes:

- Resuscitate
- Deal with an unconscious patient or airway obstruction
- Treat bleeding and shock
- Attend to asthma, diabetes, epilepsy and sickle cell patients in an emergency
- Respond to emergency situations involving head injuries, fractures, wounds and burns, allergic reactions and poisoning

| Date | Times | Venue |
|---|-------------------|--|
| September 12 th & 19 th Part 1&2 | 9.45 am – 2.45 pm | Mulberry Place, 5 Clove Crescent, London, E14 2BG To be confirmed |
| January 23 rd & 30 th Part 1&2 | 9.45 am – 2.45 pm | Albert Jacob House, 62 Roman Road, E2 0PG To be confirmed |

Trainer/Agency: Pulse First Aid Ltd

Safeguarding and child protection (weekday and evening)

For: foster carers, family and friends foster carers

Safeguarding and promoting the welfare of children is everyone's responsibility. In taking a child centred and coordinated approach to safeguarding, everyone should consider what is in the best interests of the child. This training course will ensure carers have up-to-date knowledge and skills to inform safeguarding and child protection practice. The course covers processes and procedures relevant to safeguarding and child protection in relation to the legislative framework which underpins it. This is one of the mandatory courses for foster carers.

Learning outcomes:

- The different types of abuse and how to spot them
- How some cultural and religious practices have safeguarding implications, which will have a significant impact on the child or young person
- The appropriate procedures to deal with in this situation and their duty to inform appropriate professionals
- How to recognise unsafe or unsuitable behaviour from using the internet, in particular when using social networking sites
- The dangers of cyber bullying, sexting and online grooming in today's society.

| DATE | TIME | VENUE |
|------------|-------------------|--|
| 22/09/2020 | 9.45 am - 2.45 pm | Albert Jacob House, Roman Road, E2 0PG To be confirmed |
| 16/03/2021 | 6 – 9 pm | Mulberry Place, 5 Clove Crescent, E14 2BG To be confirmed |

Trainer/Agency: Tim/Lesley Bower, L.A. Training

Safer Caring and protecting children [weekday]

For: foster carers, family and friends foster carers

One of the mandatory courses for foster carers, the course is designed to ensure participants consider safe practice in the homes and externally; and to develop strategies to keep children, young people and family members safe. It will enable participants to increase their understanding, review current practice and consider strategies to manage the risks inherent in foster care; taking into consideration the new approach to managing risk that encourages a risk sensible rather than a risk-averse attitude.

Learning outcomes:

- The reasons why a foster child or young person may make a false allegation against them or someone in their family
- Why allegations always need to be taken seriously
- Where to go for support, information and advice following an allegation
- The 2011 National Minimum Standards for Fostering Services in relation to agency procedures on allegations
- Strategies that can be used in order to minimise the risk of an allegation being made against them and/or their family
- What needs to be included in their safer caring household rules
- Completing a 'risk assessment plan' with their supervising social worker on child or young person placed with them

| DATE | TIME | VENUE |
|------------|-------------------|--|
| 02/02/2021 | 9.45 am – 2.45 pm | Albert Jacob House, 62 Roman Road, London, E2 OPG To be confirmed |

Agency/Trainer: Tim Bower/L.A. Training

Serious concerns and allegations

For: foster carers, family and friends foster carers

For most foster carers, managing and coping with allegations and disclosures of abuse is one of the most difficult professional tasks they encounter. Carers also have to contend with the possibility of false allegations and the subsequent investigation procedure. Such circumstances can create enormous strain on carers and the organisation. This course is designed to enable participants to gain a clear understanding of best practice in the management of allegations and disclosures, to protect and safeguard children and young people, protect and support foster carers and safeguard the organisation.

Learning outcomes:

- Legislation, policies and procedures and best practice for foster carers in managing and coping with disclosures
- How allegations are experienced by carers, the consequences for them and the children involved
- The support needs of foster carers during any investigation process and how to execute this without compromising procedure
- Roles and responsibilities within the agency regarding allegations and disclosures and how these relate to Safeguarding procedures
- How to manage the aftermath of allegations and disclosures for all concerned

| Date | Time | Venue |
|------------|-------------------|---|
| 05/01/2021 | 9:45 am – 2:45 pm | Albert Jacob House, Roman Road, E2 0PG To be confirmed |

Trainer/Agency: Steve Goodburn/Brighter Future Solutions

Sexual Health and how to talk to Children and Young People about this

For: foster carers, family and friends foster carers

This course will inform and equip carers to enable them to educate and discuss sexual health and relationship issues with the young people they care for. With the potential risk to children and young people from the internet and on-line grooming, it is essential that all parents and carers regularly update their knowledge about sexual health and that they feel confident to offer 'speakeasy' opportunities to children and young people to talk to them about their questions, worries and concerns.

Learning outcomes:

- Have a greater understanding of sexual health in regards to the law
- Have gained knowledge of sexually transmitted infections
- Have gained knowledge of various methods of contraception
- Have discussed ways to chat with young people about their sexual health and the importance of practicing safe sex
- Know how to access sexual health support facilities for young people

| Date | Time | Venue |
|------------|--------------|-------|
| 07/07/2020 | 1pm – 4:15pm | Zoom |

Agency/Trainer: Tim/Lesley Bower, L.A. Training

Safer caring for men who foster

For: foster carers, family and friends foster carers

This course will provide participants with the opportunity to develop knowledge and strategies to manage risks inherent in foster care; taking into consideration a risk-averse approach to safer care. This course is one of the mandatory courses for foster carers and carers who have not done this course for the past three years need to revisit it.

Learning outcomes:

- Understand the reasons why a foster child or young person may make a false allegation
- Gain an understanding of why allegations always need to be taken seriously
- Know where to go for support, information and advice following an allegation
- Have obtained a thorough understanding of the 2011 National Minimum Standards for Fostering Services via-a-vis agency procedures
- Be able to develop strategies that can be used to minimise the risks of an allegation being made against you
- Be clear about what needs to be included in their Family Safer Caring Plan
- Be able to complete with their supervising social worker a 'risk assessment plan' on the specific foster child or young person with them

| Date | Time | Venue |
|------------|-------------|--|
| 06/03/2021 | 10am – 3 pm | Mulberry Place, 5 Clove Crescent, E14 2BG To be confirmed |

Trainer/Agency: Jonathan Epps, Curve Solutions

Understanding and Caring for the Traumatized Child and Young Person

For: foster carers, family and friends foster carers

This course is for carers who work with and care for children and young people with complex needs by enabling participants to develop and understanding of the impact of trauma on children and young people.

Learning outcomes:

- Be able to define trauma
- Understand the symptoms and behaviour associated with exposure to trauma
- Understand the impact of trauma on children's development
- Have considered a number of scenarios concerning children exposed to traumatic events and looked at a range of ways of responding to them
- Have explored how the application of Dan Hughes PACE approach and Bruce Perry's 'Guidelines for caring for traumatized children' can begin to meet the needs of traumatized children and young people
- Be able to use resource list of books, DVDs and websites for gaining further insight and information about how best to respond to fostered children and young people, who have been traumatized

| Date | Time | Venue |
|------------|----------------|---|
| 09/12/2020 | 10 am - 2.45pm | Albert Jacob House, 62 Roman Road, E2 OPG To be confirmed |

Agency/Trainer: Jonathan Epps/ Curve Solutions

Understanding the effects of neglect and abuse

For: foster carers, family and friends foster carers

This course is designed to help carers recognise signs and symptoms of children and young people who are, or may be abused and neglected and what support can be provided.

Learning outcomes:

- Learn about the dimensions of children's developmental needs
- Find out more about the statistics on abuse and neglected children
- Understand the legislation which governs child abuse and neglect offences
- Explore the different forms of abuse and neglect
- Increase their awareness about factors associated with abuse and neglect
- Learn more about the effects of abuse and neglect
- Learn more about how to support children who have experienced abuse and neglect

| Date | Time | Venue |
|------------|--------------|--|
| 21/11/2020 | 10 am – 3 pm | Mulberry Place, 5 Clove Crescent, E14 2BG To be confirmed |

Agency/Trainer: Chris Christophides

Radicalisation awareness & Prevent Champions

For: foster carers, family and friends foster carers

This course will provide carers with an understanding of extremism, radicalisation and terrorism including how this can happen through the use of the internet and social media. It will show parents and carers how to spot potential signs of radicalisation and look at how we can help children and young people to avoid becoming radicalised. Participants will also gain an understanding of recent police and government measures and how these can support them, alongside various support networks available to them through the local council. Carers are welcome to attend the Radicalisation training followed by the Prevent Champions training to provide generic discussions in relation to promoting safeguarding concerns and this will be significant to how Community Safety is progressed for the future.

Learning outcomes:

- Understand what is PREVENT and it's aims
- Differentiate between Terrorism, Extremism and Radicalisation
- Identify types of extremist threats - locally
- Think about who may be vulnerable to the influence of extremism
- See why some people are able to influence and manipulate others to commit crimes
- Recognise when a vulnerable individual may be in need of help and what you need to do
- Be clear on what help, and support is available in Tower Hamlets and identify referral pathways
- As well as delivering key safeguarding messages, Champions will be equipped to deliver training to others if need be

| DATE | TIME | VENUE |
|------------|--------------------|---|
| 12/10/2020 | 9.45 am – 12.45 pm | AJH101, Albert Jacob House, Roman Road, E2 OPG |
| 16/11/2020 | 9.45 am – 12.45pm | AJH101, Albert Jacob House, Roman Road, E2 OPG |

Trainer/Agency: Mace Hoque from the Tower Hamlets PREVENT Team

LEGISLATION AND REGULATIONS

Children's Rights

For: foster carers, family and family and friends foster carers

This course is designed to give foster carers a clear understanding of Children's Rights and how they apply to anyone who comes into contact with children and young people through their work, voluntary or leisure activity. The course explains society's changing attitudes towards children and looks at our values and principles. It introduces the International Convention and what it means in practice and what individuals and organisations can do to ensure they uphold children's rights.

Learning outcomes:

- An understanding of International Human Rights and the Rights of the child
- The main values that underpin human rights and how to challenge myths and preconceptions concerning children's rights
- Children's rights to education and the role of carers in supporting their educational needs. Participants will consider their role in supporting children and young people that have been school excluded
- Children's rights to healthcare and the implications of care practise. Participants will consider consent to medical treatment and the legal consequence of refusing medical treatment
- Foster carers role in advocating and supporting children's rights and the care system
- Children's rights to advocacy and complaints and how to support their needs

| DATE | TIME | VENUE |
|------------|-------------------|---|
| 17/11/2020 | 9:45 am – 2:45 pm | Albert Jacob House, 62 Roman Road, E2 OPG To be confirmed |

Trainer/Agency: Steve Goodburn, Brighter Future Solutions

Delegated authority

For: foster carers, family and family and friends foster carers

This course will consider how the revised statutory framework for fostering and care planning emphasises the importance of foster carers being able to take a greater range of decisions about day to day aspects of the lives of the children and young people they care for.

Learning outcomes:

- Increased their understanding of delegated authority and the legislative context
- Considered the messages from 'The Fostering Network Delegated Authority Project'
- Considered the issues related to the sharing and balancing of responsibilities when using delegating authority
- Considered the implications for local care planning and practice in the London Borough of Hillingdon when working in this way
- Current practice and how delegated authority if managed in the organisation
- The impact of decision-making n looked after children's welfare, birth families and foster carers
- The issues related to building trust and confidence across teams and professional roles – creating better working together
- The new legal context supporting delegated authority
- The considerable task social workers face in working sensitively with parents often in very difficult circumstances
- How to work with the Tower Hamlets' Fostering Team

| DATE | TIME | VENUE |
|------------|---------------|---|
| 15/09/2020 | 9.45am-2.45pm | Albert Jacob House, 62 Roman Road, E2 OPG To be confirmed |

Trainer/Agency: Chris Christophides

Equality, diversity and identity {weekend and weekday}

For: foster carers, family and friends foster carers

This course will explore the importance and effect of equality, diversity and identity for children and young people in foster care or have been adopted. It will also cover the effects of discrimination, prejudice and stereotyping; taking into consideration the legal framework and relevant legislation. This course is one of the mandatory courses for foster carers.

Benefits of attending/learning outcomes:

- Definitions such as equality, diversity, discrimination, equity, prejudice, stereotyping and victimisation
- The legislation and legal framework surrounding equality and diversity for looked after children and those being adopted
- Why it is important to provide care which provides equality of opportunity embracing each child's gender, sexuality, disability, ethnic origin, religious, cultural and linguistic background
- The reasons why some people might discriminate
- Ways to promote and celebrate children and young people's identity
- Group work scenario's relating to discrimination and inequality and how they would address these situations

| DATE | TIME | VENUE |
|------------|--------------|--|
| 10/06/2020 | 1pm – 4:15pm | Zoom |
| 17/03/2021 | 6 – 9 pm | Mulberry Place, 5 Clove Crescent, E14 2BG To be confirmed |

Trainer/Agency: Tim/Lesley Bower, L.A. Training

Nominated carer training (weekday and weekend)

For: nominated carers

This course is **mandatory** training for all those who have taken on the role and responsibilities of being a nominated carer for a looked after child. Looked after children may have a range of support needs and it is important that all those involved in the partnership of their care are clear on how best to meet their needs. In line with good practice nominated carers would be expected to refresh their skills in this area and in safeguarding every three years. Foster carers will no longer be able to use Nominated carers who have not gained a Certificate in this training in the past three years.

Learning outcomes:

- The role of a nominated carer
- The responsibilities of a nominated carer
- The importance of sharing information and confidentiality
- The looked after child or young person's needs
- Safer caring and keeping a looked after child/young person safe from harm
- Record keeping and documentation
- Dealing with allegations and complaints
- Managing risk

| Date | Time | Venue |
|------------|------------------|---|
| 14/09/2020 | 9.45 am -2.45 pm | Albert Jacob House, 62 Roman Road, E2 OPG To be confirmed |
| 20/03/2021 | 10 am – 3 pm | Mulberry Place, 5 Clove Crescent, E14 2BG To be confirmed |

Trainer/Agency: Supervising Social Workers
Tower Hamlets Fostering Team

Professionalism in foster care (weekday and weekend)

For: foster carers, family and friends foster carers

This new course is essential training for all those who have taken on the role and responsibilities of being a foster carer for a looked after child. Carers are required to write reports, handle paperwork effectively and liaise with a wide range of other social, health and education professionals. Being a foster carer has increasingly become a specialist career choice involving a wide variety of professional skills. As the Director of Policy at Fostering Network put it 'While a love of vulnerable children and young people remains at the core of this challenging work, the often complex needs of youngsters in care today demand far more than a sympathetic ear and a caring disposition.' Carers are expected to refresh their skills in the area of Professionalism at least every three years.

Learning outcomes:

- Professional standards as a foster carer
- Respectful working practices
- Group membership
- Managing continued professional development

| Date | Time | Venue |
|----------------------|----------|--|
| Wednesday 03/03/2021 | 6 – 9 pm | Mulberry Place, 5 Clove Crescent, E14 2BG To be confirmed |

Trainer/Agency: Supervising Social Workers
Tower Hamlets Fostering Team

Record keeping and report writing for foster carers

For: foster carers, family and friends foster carers

This course is designed to enable foster carers to gain a clear understanding about the expectations and requirements of recording and documentation. Course content includes the importance of effective recording and management of administration in line with National Minimum Standards and legislative requirements. Participants will examine the difficulties they face in effective recording and have the opportunity to develop skills and knowledge to improve their practice.

Learning outcomes:

- Understand the reasons for and the importance of keeping accurate records, for the benefit of children & young people and their families, for themselves and for the local authority.
- Know what to record and how to make effective records
- Be able to distinguish between fact and opinion
- Know the relevance of data protection legislation and appropriate sharing of information
- Be aware of information provided to foster carers to ensure they can meet children's needs
- Have identified good practice and writing skills for reports
- The legal framework that underpins recording including The Children Act 1989, National Minimum Standards (Fostering) and the General Data Protection Regulations 2018
- The records and documents carers should receive from Tower Hamlets Social Workers
- Records carers should keep and the expected standards of record keeping using case studies and examples

| DATE | TIME | VENUE |
|------------|------------|--|
| 12/12/2020 | 10am – 3pm | Mulberry Place, 5 Clove Crescent, E14 2BG To be confirmed |

Trainer/Agency: Chris Christophides

Working with the department (weekday and weekend)

For: foster carers and family and friends foster carers

Primarily for newly approved carers, carers are required to revisit every three years. The course is a good refresher for carers who have been with in a caring role for some years as it is updated to incorporate all changes in best practice in terms of working with the department. This course leads on from initial preparation training and supports carers post approval to gain knowledge and understanding of how the Fostering Department works.

Learning outcomes:

- The role of the Supervising Social Worker and statutory visits to carers
- The Children's Placement Service and how it works with children's teams
- The documentation – forms and paperwork used
- How Tower Hamlets supports carers and what is expected from carers in return
- Dealing with allegations and the legislation
- Carers responsibilities in terms of delegated authority, training and development and being proactive in the role to effectively work in partnership with the department

| DATE | TIME | VENUE |
|-----------|--------------|--|
| 5/12/2020 | 10 am – 3 pm | Mulberry Place, 5 Clove Crescent, E14 2BG To be confirmed |

Trainer/Agency: Amina Kalik, Social Workers
Tower Hamlets Fostering Team