

Foster Carers' Learning and Development Programme 2015-2016



**London Borough of Merton
Children, Schools and Families
Department**

Foster Carers' Learning and Development **Programme 2015-2016**

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Course Guide
May 2015 - March 2016

May 2015

<u>DATES</u>	<u>COURSE TITLE</u>
7 th 9.30am-4pm Merton Civic Centre Committee Rooms B and C	Introduction to Child Protection (MSCB course)
11 th 10am-2,30pm Chaucer Centre (Room M)	Positive Behaviour Support (Carol Cammiss)-Day one
12 th 10am-2,30pm Chaucer Centre (Room M)	Positive Behaviour Support Day Two
18 th 9.30am-4pm Civic Centre Committee Rooms B and C	The Impact of Domestic Abuse on Children and Young People Merton Safeguarding Children Board Courses: MSCB)

June 2015

<u>DATES</u>	<u>COURSE TITLE</u>
4 th 9.30am-4pm Civic Centre Committee Rooms B and C	Introduction to Child Protection (MSCB course)
11 th 9.30am-4pm Civic Centre (Committee Rooms D and E)	The Impact of Learning Disability on Children and Young People(MSCB)
11 th 9.30am-4.30pm Chaucer Centre (Room M)	The Role of Connected Persons Foster Carers

15th 10am-1pm Lower Morden Children's Centre	Training, Support and Development (TSD) Standards Workshop: Standard 7
15 th 9.30am-4pm Civic Centre Committee Rooms D and E	Sexual Exploitation: identifying the need and risks of children and young people in safeguarding.(MSCB)
18 th 9.30am-4pm Civic Centre Committee Rooms B and C	Improving Practice in Working with Children and families Affected by Substance Abuse (MSCB)
23 rd 12.30-4.30pm Chaucer Centre Room B	Female Genital Mutilation (MSCB)
24 th 9.30am-4pm Civic Centre Committee Rooms B and C	The Child Protection Process (MSCB)
24/6/15 6.30-9.30pm Bond Road Family Centre	The Role of the Back-Up Support Carer Part 1
29 th 10am-1.30pm Chaucer Centre Room G	The Metropolitan Police Missing Persons' Protocol and Merton's Missing from Care and Home Policy
25 th 9.30am-12.30pm Civic Centre Committee Rooms D and E	Domestic Abuse Awareness

July 2015

<u>DATES</u>	<u>COURSE TITLE</u>
1 st 6.30-9.30pm Bond Road Family Centre	The Role of the Back-Up Support Carer Part 2

1 st 9.30am-4pm Civic Centre Committee Rooms B and C	Understanding the impact of neglect in children and young people
2 nd 9.30am-4pm Civic Centre Committee Rooms D and E	Introduction to Child Protection (MSCB course)
6 th 10am-1pm Lower Morden Children's Centre	TSD Workshop: Standard 1
7 th 10am-2.30pm Civic Centre 4 th floor Conference Room	Allegations: Protecting Children, Supporting Foster Carers
9 th 9.30am-1.30pm Civic Centre Committee Rooms D and E	Child Protection Refresher (MSCB)
14 th 10am-1.30pm Civic Centre Committee Room B and C	Welcoming the Foster Child into Your Home

September 2015

9 th 10am-1pm Civic Centre, Committee Room 4 th floor	Effective Recording
10 th 9.30am-2.30pm Chaucer Centre	Supporting the Learning and Development of babies and toddlers under 2
14 th 10am-1pm Civic Centre: Conference Room 4 th	Child Sexual Exploitation and Online Awareness(from a Police perspective)
16 th 9.30am-4pm Civic Centre Committee Rooms B and C	Sexual Exploitation: identifying the need and risks of children and young people in safeguarding (MSCB course)

17 th 9.30am-4pm Civic Centre Committee Rooms B and C	Introduction to Child Protection (MSCB)
21 st 10am-1pm Lower Morden Children's Centre	TSD Workshop: Standard 2
22 nd 10am-1.30pm Civic Centre 4 th floor Conference Room	Contact: Supporting Children's Connections with their Families
23 rd 9.30am-4pm Civic Centre Committee Rooms B and C	Understanding the possible impact of parental mental illness on children and young people (MSCB)
28 th 10am-1pm Civic Centre 4 th Floor Conference Room	Promoting the Health of Looked After Children

October 2015

<u>DATES</u>	<u>COURSE TITLE</u>
5 th 9.30am-2.30pm Chaucer Centre	Supporting the learning and development of children aged 2 to 5
7 th 9.30am-12.30pm; 1.30-4.30pm (repeat of am session) Civic Centre Council Chamber	Merton Safeguarding Children Board briefing on new legislative, regulatory and research developments in the field of child protection
12 th 9.30am-4pm Civic Centre Committee Rooms D and E	The Impact of Domestic Abuse on Children and Young People (MSCB course)
14 th 6.30-9.30pm Bond Road Family Centre	The Role of Men as Foster Carers

19 th 9.30am-4pm Civic Centre Committee Rooms B and C	Responding to Merton's Changing Communities-Good Practice in Equalities and Diversity (MSCB)
19 th 10am-1pm Lower Morden Children's Centre	TSD Workshop: Standard 3
21 st 10am-1.30pm Civic Centre Committee Rooms D and E	Promoting Independence in Looked After children from Toddler to 18 years
22 nd 9.30am-4pm Civic Centre Committee Rooms D and E	Introduction to Child Protection (MSCB)
29 th 10am-1pm Civic Centre Committee Rooms D and E	Drug and Substance Abuse Awareness

November 2015

<u>DATES</u>	<u>COURSE TITLE</u>
3 rd 9.30am-4pm Civic Centre Committee Rooms D and E	Introduction to Child Protection (MSCB course)
4 th 9.30am-2.30pm Chaucer Centre	Supporting and Understanding children's behavior. Developing strategies to manage this – children aged 18 months to 4 years of age
6 th 9.30am-4pm Civic Centre Committee Rooms D and E	Safeguarding Disabled Children (MSCB)
9 th 10am-2.30pm Civic Centre 4th floor Conference Room	Moving Children On

12 th 10am-1.30pm Venue: TBC	Fostering in a Digital World
16 th 10am-1pm Lower Morden Children's Centre	TSD Workshop: Standard 4
18 th 10am-1pm Civic Centre 4 th floor Conference Room	Promoting Educational Attainment
19 th 9.30am-1.30pm Civic Centre Committee Rooms D and E	Child Protection Refresher (MSCB)
25 th 12.30-4.30pm Chaucer Centre (Room B)	Female Genital Mutilation (MSCB)

December 2015

<u>DATES</u>	<u>COURSE TITLE</u>
1 st 9.30am-4pm Civic Centre Committee Rooms B and C	Introduction to Child Protection (MSCB course)
2 nd 10am-2.30pm Civic Centre Committee Rooms B and C	Positive Risk Management and Safe Handling: Day One
3 rd 9.30am-4pm Civic Centre Committee Rooms D and E	Understanding and Managing the Neglect of Children and Young People(MSCB)
3 rd 10am-1.30pm Civic Centre 13 th floor, Room 1	Welcoming the Foster Child into Your Home
7 th 9.30am-2.30pm Chaucer Centre	Supporting Children's Communication and Language – birth to 4

10 th December 10am-1.30pm Chaucer Centre	Supporting Young Refugees
14 th 10am-1pm Lower Morden Children's Centre	TSD Workshop: Standard 5
16 th 10am-2.30pm Civic Centre Committee Rooms D and E	Positive Risk Management and Safe Handling: Day Two

January 2016

11 th 10am-1pm Lower Morden Children's Centre	TSD Workshop: Standard 6
7 th 10am-1.30pm Civic Centre Committee Rooms D and E	Promoting the Voice of the Child
12 th 9.30am-4pm Civic Centre Committee Rooms B and C	Introduction to Child Protection (MSCB course)
19 th 9.30am-4pm Civic Centre Committee Rooms D and E	The impact of parental learning disability on parenting and the child (MSCB)
21 st 10am-1.30pm Chaucer Centre (Room M)	Safer Caring
25 th 10am-2.30pm Civic Centre Committee Rooms D and E	First Aid

February 2016

<u>DATES</u>	<u>COURSE TITLE</u>
3 rd 9.30am-1.30pm Civic Centre Committee Rooms D and E	Child Protection Refresher (MSCB course)
4 th 9.30am-4pm Civic Centre Committee Rooms B and C	Improving Practice in Working With Children and Families Affected by Substance Misuse (MSCB)
8 th 10am-1pm Lower Morden Children's Centre	TSD Workshop: Standard 7
10 th 9.30am-4pm Civic Centre Committee Rooms B and C	Introduction to Child Protection (MSCB)
11 th 9.30am-4pm Civic centre Committee Rooms B and C	Safeguarding Disabled Children (MSCB)
15 th 10am-2pm Civic Centre Committee Rooms D and E	Child Abuse and the Role of the Foster Carer
23 rd 9.30am-4pm Civic Centre Committee Rooms B and C	The Impact of Domestic Abuse on Children and Young People (MSCB)
25 th 10am-2.30pm Civic Centre Committee Rooms D and E	Allegations: Protecting Children, Supporting Foster Carers
29 th 9.30am-4pm Civic Centre Committee Rooms B and C	Responding to Merton's Changing Communities: Equality and Diversity (MSCB)

March 2016

<u>DATES</u>	<u>COURSE TITLE</u>
2 nd 9.30am-4pm Civic Centre Committee Rooms B and C	Understanding the possible impact of parental mental illness on children and young people(MSCB course)
3 rd 9.30am-4pm Civic Centre Committee Rooms B and C	Sexual Exploitation: identifying the need and risks of children and young people in safeguarding (MSCB)
8 th 9.30am-4pm Civic Centre Committee Rooms B and C	Introduction to Child Protection (MSCB)
10 th 10am-1.30pm Civic Centre Committee Rooms B and C	Effective Recording
14 th 10am-1pm Lower Morden Children's Centre	TSD Workshop: Standard 1
21 st 10am-1pm Committee Rooms D and E	Promoting the Health of Looked After Children
28 th 10am-1.30pm Committee Rooms D and E	Contact: Supporting Children's Connections with their Families

Introduction

Welcome to Merton's Foster Carers' Learning and Development Programme for 2015-2016. This guide contains details of the courses, which are being offered to all of Merton's foster carers and Supported Lodgings carers. These courses are designed to meet the requirements of the Fostering Services National Minimum Standards 2011, and will help ensure that you complete the Training, Support and Development (TSD) Standards for Foster Care. The training and development of foster carer has a very high priority within Merton, and these courses are intended to develop your skills and knowledge as carers, and help you meet the challenges that you face in caring for Looked After children and young people.

I am pleased that we are able offer you a wide range of courses, which includes those arranged by Merton's Local Safeguarding Children Board (indicated by "MLSCB" in the training calendar on pages 6-15)). In addition a number of e-learning courses are available via the MLSCB.

This year we have included the following new courses:

- Merton's Early Years Division are running four courses to help you support the development of babies and children up to the age of 5 years (these courses are being held on 10/9/15, 5/10/15, 4/11/15, and 7/12/15)
- Sharon Girling (OBE) will run a course on child sexual exploitation and online awareness from a Police perspective on 14/9/15
- A course to support Connected Persons' carers will take place on 11/6/15
- Paul Maslin, of the Police Missing Persons Bureau will run a briefing on the new Police protocol for children missing from Care on 29/6/15. This session will also include an outline of Merton's Missing from Care and Home policy.
- Supporting Young Refugees on 10/12/15
- Sarah Bell from "Catch-22", will run a course to raise our awareness of drug and substance abuse, and how to connect with young people involved in this activity on 29/10/15
- Positive Risk Management and Safe Handling: a two-day compulsory course for all foster carers, taking place on 11 and 12/5/15, and 2 and 16/12/15
- Briefings by Merton's Safeguarding Children Board on new developments in the area of child protection: the first will take place on 7/10/15, with more to be added

It is likely that we will add further courses to the programme, to reflect ongoing developments in the field of foster care and children's social care, during the year.

All existing foster carers are required to attend a minimum of six courses per year to maintain their current fee level. There is no upper limit on the number of courses which you can attend.

All newly approved foster carers in Merton, (and nationally), must complete the TSD Standards within the first year of their approval (the timescale is 18 months for Connected Persons Carers). As in previous years, we are running monthly TSD Workshops. These practical workshops will provide new carers with the materials to help complete the Standards successfully. Each month, the workshop will focus on the completion of one particular Standard. Attendance at these workshops is compulsory unless you have completed the particular Standard being covered in that session. The TSD Standards are designed to ensure that foster carers receive appropriate induction, ongoing training, support and continuing professional development.

There are a number of core courses, which newly approved foster carers are required to attend within 18 months of approval. These are:

- Child Abuse and the Role of the Foster Carer
- Contact: Supporting Young People's Connections with their Families
- Allegations: protecting children, supporting foster carers
- Diversity Awareness
- Promoting the Health of Looked after Children
- Effective Recording
- Welcoming the Foster Child into Your Home
- Safe Caring
- Promoting Educational Attainment
- Promoting the Health of Looked After Children
- Positive Risk Management and Safe Handling
- Promoting the Voice of the Child

You will also find the Foster Carer's Personal Development Plan (PDP) on page 65. This should be completed every year with your Supervising Social Worker. Please use this to look at your current learning and development needs, and to plan your learning activity for the coming year. Once you have selected the courses you wish to attend kindly complete the form (Record of course applications) and give it to your supervising social worker to book you onto your selected courses. In addition, you can book the courses directly with myself on: 020 8545 4678/07947524804 or via email: steven.butcher@merton.gov.uk.

I would like to remind you all to be punctual as lateness disrupts the trainer and other course participants.

We are very pleased to be offering you the extensive range of courses run by the MSCB. Please note that places on these courses need to be pre-booked in advance with myself. Please do not just turn up on the day, as the course may be full.

I hope that you will take advantage of the many learning opportunities on offer this year. I hope that you will find the programme enjoyable, and helpful in the development of your skills as foster carers.

Steve Butcher
Learning and Development Officer
Fostering Team

Introduction to Child Protection

Course Aims:

An important introductory child protection course, which looks at the nature of child abuse, and the signs and symptoms which may suggest that a child has been abused. The course will look at the role of various agencies, and the action which you should take if you have concerns about a child or young person, or if a child makes a disclosure to you concerning abuse.

Learning Outcomes:

- To explore our own attitudes and perceptions in relation to child abuse
- To raise professional awareness about recognising types of abuse
- To appreciate the possible impact of some parental difficulties on children and young people
- To identify professional roles and practice responsibilities, including 'Working Together'
- To be aware of how to manage concerns about children.
- To be familiar with the referral process in Merton

Course Content

- Prevention is Everyone's Business
- Current legislation, Guidance and Research
- Own attitudes and values to child abuse
- Keep your focus on the child
- 'Working Together' to Safeguard children and support families

Trainer: Various trainers from the Merton Safeguarding Children Board pool of trainers.

Course Dates (Venue is the Merton Civic Centre, London Road, Morden SM4 5DX, from 9.30-4pm):

- 4 June 2015 (Committee Rooms B and C)
- 2 July 2015 (Committee Rooms D and E)

- 17 September 2015 (Committee Rooms B and C)
- 22 October 2015 (Committee Rooms D and E)
- 3 November 2015 (Committee Rooms D and E)
- 1 December 2015 (Committee Rooms B and C)
- 12 January 2016 (Committee Rooms B and C)
- 10 February 2016 (Committee Rooms B and C)
- 8 March 2016 (Committee Rooms B and C)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: **2.2, 3.5, 4.1, 4.3, 4.4,**

Positive Risk Management and Safe Handling

Course Aims:

- This two-day course will enable participants to understand and use a range of theoretical and practical approaches contained within the Positive Options MAPA[®] (*the Management of Actual or Potential Aggression*) training programme. Merton is an approved training centre for this course, and your competence will be assessed during the course.

This is a mandatory course for all foster carers.

Objectives:

By the end of the programme, participants will be able to:

- Discuss the cause and nature of challenging behaviour
- Discuss the appropriate use of restrictive physical interventions within a context of an appropriate value base
- Discuss the appropriate use of restrictive physical interventions within a context of risk
- Discuss the appropriate use of restrictive physical interventions within a context of professional, ethical and legal practice.
- Consider the importance of non-verbal and verbal behaviour
- Consider the importance of risk assessment and risk management
- Discuss the difference between post-incident support and post-incident analysis.
- Demonstrate the competent use of a range of MAPA[®] Safe holding & Disengagement skills appropriate to their workplace and role

Learning Outcomes:

- To develop an understanding of the legal framework which governs the use of restrictive physical interventions.
- To understand when it **may** be appropriate (and where it is **not** appropriate) to use a form of physical intervention to support the reduction of risk taking behaviour.
- To understand the London Borough of Merton's policy framework relating to positive/safe touch and physical intervention and our responsibilities in terms of reporting.

- To understand the importance of positive relationships in managing risky situations and risk taking behaviours.
- To develop an understanding of our own thresholds for managing risk.
- To develop some strategies to manage risk.

Trainer: Carol Cammiss, Business Partner for Children, Schools and Families, Merton and accredited MAPA[®] trainer

Course Dates:

- 11th and 12th May and 2015 10am-2.30pm
Venue: The Chaucer Centre (Room M), Canterbury Road, Morden SM4 6PX
- 2nd and 16th December 2015 10am-2.30pm
Venue: Committee Rooms B and C (2nd December) and Rooms D and E (16th December), Merton Civic Centre, London Road, Morden SM4 5DX

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: **1, 2, and 3,4,5,6.**

The Impact of Domestic Abuse on Children and Young People

Learning Outcomes:

- To raise awareness of the effects on children living with domestic abuse
- To explore the nature of domestic abuse and its prevalence
- To raise awareness in recognising domestic abuse and developing practice when working with children and adults on these issues
- To explore effective interventions

Course Content:

- What is domestic abuse and its prevalence?
- Domestic abuse from differing perspectives including the feminist perspective and minority community perspective
- Issues relating to perpetrators
- The effects on children and children's resilience/coping strategies
- The effects of domestic violence on family dynamics/structure and parenting
- Interagency co-operation
- Support programmes for the child and the mother

Trainers: Dermot Brady and Linda Finn

Venue: Morden Civic Centre (various Committee Rooms), London Road, Morden SM4 5DX

Dates:

- Mon 18 May 2015 (Committee Rooms D and E)
- Mon 12 October 2015 Civic Centre (B and C)
- Tue 23 February 2016 Civic Centre (D and E)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: 1.12,3,6.

Welcoming the Foster Child Into Your Home

Course Aims:

To help foster carers welcome newly placed children into their home, in a sensitive manner, which takes account of their needs, and any trauma they have suffered, and which will help lay the basis for a successful placement.

This course is suitable for both newly approved and experienced carers.

Learning Outcomes:

- To have considered how to support young people effectively, during the early part of their placement in foster care
- To consider these issues, using various case studies
- To gain insight into the effective support to the foster child, by gaining information from the perspective of the foster child
- To increase knowledge of the literature concerning this area
- To consider the requirements of the Fostering Services: National Minimum Standards
- To consider how foster carers can take account of “the voice” of the foster child, in meeting their needs sensitively

Trainer:

- **Steve Butcher**, Learning and Development Officer, Fostering Team
- Supervising Social Worker from Merton’s Fostering Team
- Member of Merton’s Children in Care Council (and former foster child)

Dates:

- 14th July 2015 10am-1.30pm. Merton Civic Centre (Committee Rooms B and C), London Road, Morden SM4 5DX
- 3rd December 2015 10am-1.30pm. Merton Civic Centre (Room 1, 13th floor)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: 1, 2,4,5,6.

The Impact of Parental Learning Disability on Children and Young People

Learning Outcomes:

- Understanding the difference between leaning difficulties and learning disabilities
- Enabling professionals to discuss discrimination against parents with learning disabilities and effective ways of improving communication and offering support
- Understanding expectations of parenting and children's needs in relation to child development

Course Content:

- Joint Working with other agencies/professionals including Adult Sector working with Children's Sector
- Types of Parental Learning Disabilities (PLD) and how these are classified
- The effect of PLD on parenting capacity and ability
- The impact of PLD on the family, specifically issues related to the role of the child being a Young Carer
- Undertaking a Common and Shared Assessment (CASA) assessment including the assessment of risk to the child

Trainer: Various trainers from Merton's Multi-Agency CASA Training Pool

Course Dates:

- 11 June 2015 9.30am-4pm
Merton Civic Centre (Committee Rooms D and E)
- Tue 19 January 2016 9.30am-4pm
Merton Civic Centre (Committee Rooms D and E)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: 1, 3, 4, 5, 6.

The Role of Connected Persons Foster Carers

Course Aims:

This course is designed to support Connected Persons foster carers, in their role as carers for members of their family, and friends.

Learning Outcomes:

- To understand the legal framework within which foster carers operate
- To understand the support available to connected persons foster carers
- To gain an understanding of some of the characteristics of Looked After Children
- To gain understanding of the impact of child abuse and poor childhood attachments
- To understand the principles of a “safe caring” policy
- To have an understanding of some of the issues in relation to contact
- To be able to explore the challenges and rewards of your role with other connected persons carers

Trainer:

- Steve Butcher
- Roshilla Pillay, Social Worker, Merton Access To Resources Team

Course Date:

- 11 June 2015

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the all of the Standards.

Training, Support and Development (TSD) **Standards Workshops**

Course Aims:

All foster carers nationally are required to complete the Children's Workforce Development Council's (TSD) Training, Support and Development Standards for Foster Care. New foster carers must complete the Standards within the first year of their approval (18 months for Connected Persons Carers). These workshops will help foster carers compile their portfolio of evidence, which is required to complete the TSD Standards.

Each workshop will focus on the completion of one particular TSD Standard. Foster carers will be at different stages in the completion of the Standards, and should therefore attend the sessions covering the Standards which they have yet to complete.

Learning Outcomes:

- These are practical workshops which will focus on helping foster carers complete the TSD Standards. Each session will work through the requirements for the Standard under consideration, and written guidance will be given. Guidance will also be provided on the types of evidence which can be also be used. Some of this evidence will be provided at the session: for example written materials.
- You will be able discuss any concerns or questions that you may have about the completion of the Standards

Trainer: **Steve Butcher** is the Training and Development Officer for Merton's Fostering Team.

Dates:

- 15 June 2015 10am-1pm (Standard 7)
- 6 July 10am-1pm (Standard 1)
- 21 September 10am-1pm (Standard 2)
- 19 October 10am-1pm (Standard 3)
- 16 November 10am-1pm (Standard 4)
- 14 December 10am-1pm (Standard 5)
- 11 January 2016 10am-1pm (Standard 6)
- 8 February 10am-1pm (Standard 7)
- 14 March 10am-1pm (Standard 1)

Venue: Lower Morden Children's Centre, Aragon Primary School, Aragon Road, Morden SM4 CR4 4QU

Sexual Exploitation: identifying the need and risks of children and young people in safeguarding.

Learning Outcomes:

By the end of the course participants will:

- Develop an understanding of the nature of child sexual abuse (CSE) by identifying vulnerability factors and risk indicators
- Understand the key terminology in relation to work with CSE and gain awareness that CSE affects males and females from all social and ethnic groups.
- Explore resources and exercises that cover the identification of sexual exploitation, the grooming process, power and control in abusive relationship, reducing risk and staying safe
- Understanding the law in relation to young people and sexual activity and the Sexual Offences Act
- Develop a clear understanding of the importance of working together and information sharing
- Develop resources and strategies to increase confidence in direct work with young people and sexual activity
- Information on support service locally and nationally
- How and who to refer to in Merton

Course Content

Trainer: Emma Bradley

Course Dates:

- 15 June 2015 9.30am-4pm
Merton Civic Centre (Committee Rooms D and E)
- 16 September 2015 9.30am-4pm (Committee Rooms B and C)
- 3 March 2016 9.30am-4pm (Committee Rooms B and C)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards:

Improving Practice in Working with Families Affected by Substance Abuse

Learning Outcomes:

- Consider different types of substances
- Explore the consequences on the family of parental substance misuse
Consider the impact of cannabis on parents functioning
- Address professional attitudes toward the use of certain types of drugs
- Link parental substance misuse to parenting issues and the risks to children
- Consider practice skills and strategies to positively interact with children and families where parental substance misuse has been identified

Course Content

- The scale of the problem: What we know:
- Facts and figures
- Messages from Serious Case reviews
- What is substance misuse?
- Understanding types and classifications
- Understanding impact
- A parent's experience
- Di Clemente cycle
- A toolkit to aid assessment
- Impact of parental substance misuse on children and young people
- Listening to the voice of children and young people: Merton Young Carers

Trainers: James Meehan, Melanie Monaghan and Steve Butcher

Course Dates

- 18 June 2015 9.30-4pm
Merton Civic Centre (Committee Rooms B and C)
- February 2016 9.30am-4pm
- Merton Civic Centre (Committee Rooms B and C)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: 2,3,4,6.

Female Genital Mutilation

Course Aims:

- To introduce professionals to the practice of Female Genital Mutilation (FGM) in girls and women, exploring why it is practiced, the different types of FGM, its prevalence and its acceptance, along with how to recognise the signs and indicators.

Learning Objectives:

- By the end of the workshop participants will be able to:
- Describe what FGM is and the different types of FGM
- Understand the prevalence of FGM and identify high risk communities
- Understand the law in relation to FGM
- Explain the reasons why FGM is practiced and accepted in some communities
- Be aware that FGM in young women below the age of eighteen is 'child abuse' a violation of the child's right to life, their body integrity as well as their right to health
- Be able to recognise what the signs and indicators of FGM are and to make appropriate referrals to safeguard children and young people
- Be aware of the support services for women who have undergone FGM

Trainers:

Louise Doherty, Merton Named Nurse for Child Protection

Course Dates

- 23 June 2015 9.30am-1.30pm
The Chaucer Centre (Room B)
- 25 November 2015 12.30-4.30pm
The Chaucer Centre (Room B)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: 6.

The Child Protection Process: Child Protection Enquiries, the Child Protection Conference/ Signs of Safety and Core Group.

Learning Outcomes:

- To enable participants to understand the purpose of the Child Protection Conference and its role in the safeguarding/protection process for a child
- To familiarize with the Signs of Safety model
- To explain the roles and responsibilities of individual professionals/agencies involved in the Conference and the Core Group
- To develop confidence in taking an active and professional role in the conference and/or core group

Course Content:

- Learning from child deaths and serious case reviews
- A 'Child in Need' and Significant Harm - the legal framework
- Categories of Abuse and Statistics
- Assessment models and thresholds
- Child Protection Enquiries (S47)
- Signs of Safety
- Professional role in the Child Protection Conference and Core Group

Trainers:

Carla Thomas, MSCB Trainer, Susan Keith, Merton Conference Chair/Manager of Merton Independent Reviewing Officer Service

Course Dates

- **24 June 2015 9.30am-4pm**
Merton Civic Centre (Committee Rooms B and C)
- **8 October 2015 9.30am-4pm**
Merton Civic Centre (Committee Rooms B and C)
- **Wed 27 January 2016 9.30am-4pm**
Merton Civic Centre (Committee Rooms D and E)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: 1, 6.

The Role of the Back-Up Support Carer

Course Design: This course is for designed for those who act as part of the support network for Merton Foster Carers. We would like all of those in the foster carers' support network to attend this course. In order to maximise attendance, this course is being run in the evening.

Course Aims:

To explore good practice in relation to the role of the back-up support carer.

Learning Outcomes:

- To explore the role of the back-up support carer and the challenges of this role.
- To consider any concerns that participants may have about their role, and possible strategies for addressing these.
- To provide participants with knowledge of the role the foster carer.
- To provide information about the characteristics of children in public care, and the challenges faced by them.
- To consider 'safe caring' practice in relation to children who may or may not have been sexually, emotionally and physically abused.
- To consider some of the issues of attachment faced by foster children
- To consider issues faced by foster children and carers at the end of a foster placement.

Trainer:

Steve Butcher is the Learning and Development Officer for Merton's Fostering Team.

Dates:

This course is run in two parts:

- 24th June 2015 6.30-9.30pm
- 1st July 2015 6.30-9.30pm

Venue: The Bond Road Family Centre, 55 Bond Road, Mitcham, Surrey CR4 3HJ

.1 2.2, 2.6, 3.3, 4.5.

The Metropolitan Police's Missing Person's Protocol And Merton's Missing from Care and Home Policy

Course Design: This important course is for designed for all foster carers. The trainer will give a briefing on the Metropolitan Police's new policy regarding their response to reports of children and young people, missing from foster care.

- The Police are frequent partners with the Children's Social Care, working closely with us, when children and young people are missing from foster care, and this course will clarify the respective roles of the Police and foster carers when this occurs.
- To give Foster Carers an insight into the number of children and young people who are reported as missing each year
- To provide a better understanding of police actions in relation to both missing children and those classed as "absent". It will explain the Metropolitan Police's process of Absent.
- To provide explanation of why the Police need to search the addresses of those reported missing, what information they require and why.
- To offer important guidance on Safeguarding particularly in the area of child sexual exploitation
- To allow foster carers to feed back to the police, issues and concerns that may have.
- To consider good practice for foster carers in working with the Police in the circumstances, and what action may be necessary.
- To outline Merton's Missing from Care and Home policy
- To share personal experiences and dilemmas in this area

Trainer:

Paul Maslin of the Metropolitan Police's Missing Persons Bureau

Course Date:

- 29 June 2015 10am-1.30pm

Venue: The Chaucer Centre (Room G)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: 2, 6.

Domestic Abuse Awareness

Learning Outcomes:

- To discuss the concept of 'Risk', 'Thresholds' and 'Significant Harm'
- To review the national definitions of physical and sexual abuse and consider indicators of abuse
- To explore the impact of physical and sexual abuse on the child/young person and family
- To encourage the professional to maintain a child/young person friendly approach in their work
- To explain the child protection process and the referral process to Merton Children's Social Care

Course Content:

- Listening to, and advocating for, children and young people
- Why work together?
- The definitions, indicators and processes of physical and sexual abuse
- The necessity of evidence gathering, accurate report writing and the compilation of chronologies/time lines

Trainers:

- Zoe Gallian
- Felicity Cupit

Course Date:

- 25 June 2015 9.30am-1pm
Merton Civic Centre (Committee Rooms D and E)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: 2, 6.

Understanding the impact of neglect in children and young people

Learning Outcomes:

- Understanding what neglect is
- The harm of neglect
- the impact on children's development
- Indicators, including observable:
 - social and environmental risk factors
 - harmful parent-child interaction
 - concern about the child's functioning
 - harmful parent behaviour
- Assessing Neglect
- Planning interventions and measuring outcomes

Trainer: Carla Thomas

Course Dates:

- 11 June 2015 9.30am-4pm
Merton Civic Centre (Committee Rooms D and E)
- 19 January 2016 9.30am-4pm
Merton Civic Centre (Committee Rooms D and E)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: 3, 5, and 6.

Child Protection Refresher

Course Aims:

This course is aimed at staff who have already attended the "Introduction to Child Protection" Course and need to attend regular refresher/update training.

Learning Outcomes:

By the end of the course, participants should be able to:

- Refresh their general knowledge in relation to the definitions and recognition of abuse.
- Appreciate the role and responsibilities of different agencies which may be involved in working with children and families
- Use an ecological approach to assess children
- Revisit and apply relevant legislation and guidance
- Consider issues around information sharing

Course Content

- Current legislation and Guidance
- Role and responsibilities of agencies in supporting families
- Thresholds for intervention
- Information sharing

Trainer:

Carla Thomas and trainers from the Merton Safeguarding Children Board (MSCB) Training pool.

Course Dates:

- 9 July 2015 9.30am-1.30pm
Merton Civic Centre (Committee Rooms D and E)
- 19 November 2015 9.30am-1.30pm
Merton Civic Centre (Committee Rooms D and E)
- 3 February 2016 9.30am-1.30pm
Merton Civic Centre (Committee Rooms B and C)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: **2.2, 3.5, 4.1, 4.3, 4.4,**

Allegations: Protecting Children, Supporting Foster Carers

Course Aims: Allegations and complaints made against foster carers can cause anxiety and stress. This course will explore this difficult area, and the implications for carers and fostered children.

Learning Outcomes:

At the end of this course participants will:

- Be clear about the difference between allegations and complaints
- Know about Merton's procedures about allegations against Foster Carers
- Know about the National Standards, recommended by central Government, about how allegations against foster carers should be dealt with
- Know about ways of minimising the risk of allegations
- Know where to seek support and help during investigations
- Know about the rights of foster carers during an investigation

Trainer:

Steve Butcher, Training and Development Officer, Fostering Team.

Dates:

- 7 July 2015 10am-2.30pm
Merton Civic Centre (Conference Room 4th floor)
- 25 February 2016 10am-2.30pm
Merton Civic Centre (Committee Rooms B and C), London Road, Morden
SM4 5DX

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: **2**

Effective Recording

Course Aims:

To outline and explore the requirements for Merton's foster carers to record information concerning the children in their care

Learning Outcomes:

- You will have knowledge of the recording requirements for foster carers, arising from the Fostering Services National Minimum Standards, and Fostering Services Regulations 2012, the Data protection Act 1998, and Merton's procedures.
- You will explore creative ways of recording
- You will consider the different types of recording which Foster Carers undertake
- You will understand the link between good recording practice and minimising the impact of any allegations which may be made against the foster carer
- You will understand how records can be used for life story work, and their importance in care planning for the child or young person in foster care
- You will consider how and what a foster carer should record, using a variety of scenarios
- You will consider ideas in relation to 'good practice' in this area

Trainer:

Steve Butcher is Merton's Training and Development Officer within the Fostering Team.

Course Dates:

- 9 September 2015 10am-1pm
Merton Civic Centre (Conference Room, 4th floor)
- 10 March 2016 10am-1.30pm
Merton Civic Centre (Committee Rooms B and C)

Links to TSD Training, Support and Development Standards

This course helps to provide evidence for the following Standards: **1.4, 2.2, 5.2, 6.2, 4.5**

Supporting the Learning and Development of babies and toddlers under 2

Course Aims

To have a clear understanding of how to support under 2's Learning and Development.

Learning Outcomes

- To learn about the ages and stages of babies' and toddlers' development
- To consider the everyday opportunities which can be maximized to support learning and development within the home
- To consider how to support children's social, emotional and physical development
- To understand how communication and language is crucial in underpinning learning later in life
- To learn how to develop sensory and exploratory play
- To be aware of attachment and know how to support babies' and toddlers' emotional development and transitions.
- To try out practical activities

Trainer: Sharon Andrew, Merton Early Years and Childcare Adviser

Date: 10 September 2015 9.30am-2.30pm

Venue: The Chaucer Centre

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: 4, 5.

Child Sexual Exploitation and Online Awareness **(From a Police Perspective)**

Course Aims:

Child sexual exploitation is often a hidden crime. Young people often trust their abuser and don't understand that they're being abused. They may depend on their abuser or be too scared to tell anyone what's happening. The abuser may be an adult or someone of the same age.

This course is delivered by a former Police Officer, and aims increase foster carers' knowledge of child exploitation and online abuse, and their ability to support and protect young people.

Learning Outcomes:

- To increase knowledge of the nature and extent of child sexual exploitation and online abuse, and it's impact on children and young people
- To increase knowledge of some of the common characteristics of perpetrators of child sexual exploitation and online abuse, and the means they employ to gain the trust of young people
- To have knowledge of some of the signs which may indicate that a child is being sexually exploited
- Increased understanding of young people's reaction to child exploitation, and why they may not report it
- Increased knowledge of Police activity, which has been undertaken to fight these crimes
- Increased knowledge of helping agencies and online support, available to young people and foster carers
- To increase foster carers' ability to support young people in these circumstances, and how they can help young people to protect themselves from abuse

Trainer: Sharon Girling, OBE, is an independent trainer and Director of her own training company. She is an honorary lecturer at the University of Kent Centre for Child Protection, School of Social Policy, Sociology and Social Research, and is a former Police Officer.

Course Dates

- 14 September 2015 10am-1pm
Merton Civic Centre (Conference Room, 4th floor)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: 3, 6.

Contact: Supporting Children's Connections with their Families

Course Aims:

Contact can be one of the most challenging, but also positive aspects of carers' work. This course aims to develop foster carers' skills and knowledge in this area, including the support of children prior to and after contact.

Learning Outcomes:

- To explore the context (including the legal issues), and emotional impact of contact on the foster child, his family, and the foster family
- To reflect on some of the research findings concerning contact
- The role of Merton's Contact Supervisors and Contact Service Team
- To consider how the foster child can be supported before and after contact takes place
- To explore how foster carers can develop their skills in supporting contact plans
- To have the opportunity to discuss issues which have arisen for you in relation to contact
- To look at good practice in the recording of interaction between the child and his family during, before and after contact

Trainers:

Mechel Dixon, Contact Manager, Contact Service Team.

Steve Butcher, Learning and Development Officer, Fostering Team

Merton foster carer

Dates:

- 22 September 2015 10am-1.30pm
- Merton Civic Centre (4th floor Conference Room), London Road, Morden SM4 5DX
- 28 March 2016 10am-1.30pm
Merton Civic Centre (Committee Rooms D and E)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: **3, 4, 5 (particularly 5.7), 6.1, 6.2.**

Understanding the possible impact of parental mental illness on children and young people

Learning Outcomes

- To explain types of parental mental ill health and how this can impact upon parenting
- To explore the impact of parental mental ill health on children, including possible effects on the child's physical and mental health
- To detail the legal responsibilities to take action if there are child safeguarding issues
- To explain the referral process to Children's Social Care

Content

- Own personal/professional values and attitudes to abuse
- Categories of abuse and assessment models
- Definitions, types and statistics of parental mental ill health
- The child's perspective - "The Lost Child"
- The effects mental ill health on the adult, the child and parenting
- Professional roles and responsibilities
- Decision making and "Working Together"

Trainers

- **Carla Thomas**, Merton MSCB Trainer
- **Funmi Ariyo**, Social Worker, South London and St Georges Health Trust

Dates

- 23 September 2015 9.30am-4pm
Merton Civic Centre (Committee Rooms B and C)
- Wed 2 March 2016
Merton Civic Centre (Committee Rooms B and C 14)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: **1, 2,3,4,5.**

Promoting the Health of Looked After Children and Young People

Course Aims:

To increase Foster Carers' awareness of the health issues in relation to Looked After children and young people, and how they can promote good health outcomes for them.

Learning Objectives:

- You will have increased knowledge of research which has been undertaken about the health needs of Looked After children and young people
- You will have knowledge about some of the common health requirements of Looked After children and young people, including communicable diseases.
- You will understand how Foster Carers can promote the health needs of children and young people in foster care
- You will have understanding of the assessment tools used by Social Workers in their assessments of Looked After young people, including health assessments
- You will explore the role of foster carers as advocates for the health needs of children and young people in their care
- You will gain knowledge about the management and administration of medication, including the documentation and recording required

Trainer:

Melanie Carter is the Designated Nurse for Looked After children, within Merton's Children, Schools and Families Department.

Dates:

- 28 September 2015 10am-1pm
Merton Civic Centre (4th floor Conference Room), London Road, Morden
SM4 5DX
- 21 March 2016 10am-1pm
Merton Civic Centre (Committee Rooms D and E)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: **1.3, 1.4, 3.1, 3.3, 4.5, 5.7, 6.2, 6.3, and 6.4.**

Supporting the learning and development of children aged 2 to 5

Course Aims

To have a clear understanding of how children aged 2 to 5 learn and develop

Learning Outcomes

- To understand the ages and stages of children's development
- To consider the everyday opportunities which can be maximized to support learning and development within the home
- To consider how to support children's social, emotional and physical development
- To understand how communication and language is crucial in underpinning learning later in life
- To understand how to support children's early literacy skills (reading and writing) and mathematical problem solving
- To support children's understanding of the world around us
- To be aware of attachment and know how to children's emotional development and transitions.
- To try out practical activities

Trainer: Tracy Clarke, Deputy Service Manager, Merton Early Years Childcare and Children's Centres

Dates: 5 October 2015 9.30am-2.30pm

Venue: The Chaucer Centre

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: 4, 5.

Merton Safeguarding Children Board Briefing on New Legislative, Regulatory and Research Developments in the Field of Child Protection

Course Aims:

These Merton briefings are held regularly throughout the year to update staff and partners on new developments in the field of child protection, with particular reference to legislation, regulations and research.

Learning Outcomes:

- To provide a summary of important developments in the field of child protection, to keep knowledge updated, to stimulate debate, and to ensure that practice is based on current knowledge, legal requirements and research
- To feed into the ongoing development of the practice of the various services in the field of child protection

Trainer:

Carla Thomas, Steve Butcher and trainers from the Merton Safeguarding Children Board (MSCB) Training pool.

Course Dates

- **7 October 2015 9.30am-12.30pm**
Merton Civic Centre (Council Chamber)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: 1, 4, 6.

The Role of Men as Foster Carers

Course Outline:

This course is open to male foster carers only. It will provide the opportunity to explore their caring role. It will look at both the nature of this role, as well as the challenges and rewards. Participants will be able to share personal experiences.

The course will be informed by research evidence, and will consider the issues for male carers in relation to “safe caring”, and ways of approaching common dilemmas. The course will consider what men can specifically bring to the care of children in foster care, including their function as male role models.

Trainer: Steve Butcher, Learning and Development Officer, Fostering Team

Date:

- 14 October 2015 6.30-9.30pm

Venue: Bond Road Family Centre, 55 Bond Road, Mitcham CR4 3HJ

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: **1, 2, and 3,4,5,6.**

Responding to Merton's Changing Communities- Good Practice in Equalities and Diversity

Learning Outcomes

To enable participants to:

- improve their skills and practice in respect of children and families from minority communities
- Work confidently when assessing parenting capacity in terms of strengths and weaknesses
- Particularly develop positive practice strategies when interacting with children and families from black and ethnic minority communities.

Content

- Understanding & developing professional practice with regards to children from minority communities
- Enhancement of assessment
- An overview of the diverse communities in Merton (including new communities)
- How attitudes, beliefs and values impact on direct work with children & families and multi-agency working
- Issues of culture, religion and ethnicity as they relate to making a referral or as part of a child protection investigation

Trainer

Perdeep Gill, Freelance Trainer

Dates

- Mon 19 October 2015 9.30am-4pm
Merton Civic Centre (Committee Rooms B and C)
- 29 February 2016 9.30am-4pm
Merton Civic Centre (Committee Rooms B and C)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: **1,2,4,5.**

Promoting Independence in Looked After Children: from Toddler to 18 Years

Course Aims:

- To explore the foster carer's role in promoting the independence of children and young people in their care
- To develop carers' knowledge and skills in this area

Learning Outcomes

- To explore the needs of young people in relation to developing personal independence
- To explore the ways in which foster carers can encourage independence at key stages from birth-18 years
- To increase understanding of the challenges of the foster carer's role in this area
- To explore the differing cross-cultural concepts of independence
- To increase knowledge of how foster carers can help the traumatised child develop greater independence

Trainer:

Siobhan Beckford, Social Worker 14+ Team, London Borough of Merton

Steve Butcher

Dates:

- 21 October 2015 10am-1.30pm
Chaucer Centre (Room M), Canterbury Road, Morden SM4 6PX

Venue:

Merton Civic Centre (Committee Rooms D and E)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: **1,2,4,5.**

Drug and Substance Abuse Awareness: Working With Young People

Course Aims:

This course is designed specifically for foster carers, to equip them with the skills and knowledge necessary to support young people who are misusing drugs and substances.

Learning Outcomes:

- To increase knowledge of commonly misused drugs and substances
- Increase knowledge of the signs of Substance Misuse, including the physical effects, behavioural and psychological effects
- Knowledge of the effects of drug and substance misuse on the brain and health
- Increased awareness of treatment options, and other local and national helping agencies
- Knowledge of Patterns of misuse among young people
- Increased knowledge of the Law concerning drug and substance misuse
- Knowledge of the major social, personal and medical factors which can lead to substance misuse
- Knowledge of ways in which foster carers can support young people who are misusing drugs, and work with other agencies to assist young people

Trainer:

Sarah Bell, Merton Drugs Misuse Worker, Manager of “Catch-22”

Course Date:

- 29 October 10am-1.30pm
Merton Civic Centre (Committee Rooms D and E)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: 4, 5, 6.

Supporting and Understanding children's behavior. **Developing strategies to manage this – children** **aged 18 months to 4 years of age**

Course Aims

- To understand how children develop in their ability to manage their feelings and behaviour
- To understand the different strategies to adopt to manage young children's behaviour

Learning Outcomes

- To know how to support toddlers' and young children's emotional and behavioural development including supporting transitions.
- To be able to describe different types of attachment and name the factors that shape first relationships.
- To gain a greater insight into the range of interventions and strategies that can be used to support children, at different stages of their development
- To know where help is available and how to refer children and families for additional support.
- To consider how the environment and routines can help to support young children in managing their behaviour.
- To consider the links between language development and behaviour

Trainers: Sharon Andrew, Merton early Years and Childcare Advisor/Merton Inclusion Team

Dates: 4 November 2015 9.30am-2.30pm

Venue: The Chaucer Centre

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: 5.

Moving Children On

Course Aims

This course will increase foster carers' knowledge and skills in this crucial aspect of their role, to enable them to successfully help children and young people move on from foster care to permanent placements,(through adoption or long-term fostering, or other legal Order) and other transitions.

Learning Outcomes

- Increase foster carers' knowledge of relevant legislation and legal processes in relation to adoption and permanency
- To consider the impact of loss and separation
- Consider a range of strategies to help prepare children emotionally and practically for moving on, and to plan for this at an early stage
- Consider the impact on the foster carer and their family when a child moves on from a foster placement
- Increase understanding of the importance of building a positive identity for the foster child, to enable them to move on in a positive way
- Provide foster carers with Ideas to help them balance the responsibilities of fostering, the necessary timescales for moving on, and the impact on their own families

Trainers:

- **Jane Farrer**, Adoption Support Social Worker, Merton Adoption and Permanency Team
- **Steve Butcher**

Date:

- 9 November 2015 10am-2pm
Merton Civic Centre (Conference Room 4th floor)

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: **1, 2.**

Fostering in a Digital World

Learning Outcomes

- To consider the benefits and risks for children and young people, associated with the internet and on-line technology(including “social media”)
- To increase foster carers’ knowledge of the uses made of internet technology by children and young people
- To increase knowledge of common websites and applications used by young people
- To consider how carers can help young people to use the internet safely and responsibly
- To increase knowledge of filtering software, to prevent inappropriate and dangerous use of on-line technology

Trainers

Steve Butcher and Kamal Zaman, foster carer

Date

- 12 November 2015 10am-1pm

Venue: to be confirmed

Links to TSD Training, Support and Development Standards: This course helps to provide evidence for the following Standards: 3, 4

Promoting the Educational Attainment of Looked After Children and Young People

Course Aims:

This course aims to develop foster carers' knowledge and abilities, in relation to the ways in which they can actively promote educational attainment, and support young people towards reaching their full educational potential.

Learning Outcomes:

- To understand the requirements of the Fostering Services: National Minimum Standards 2011, with a particular emphasis on Standard 8 ("Promoting Educational Attainment")
- To consider the ways in which foster carers can provide a home which promotes a learning environment and support for pre-school and older children's educational development
- To consider how the foster carer can act as an advocate for a child in relation to education provision
- To outline the resources available in Merton, including the Virtual School, to support children's learning and educational attainment
- To increase understanding of how children and young people learn

Trainers:

Angela Werney, Advisory Teacher/Curriculum Lead for children aged 3-13, Merton Virtual School for Looked After Children

Tracey Lewis, Advisory Teacher/Curriculum Lead for young people aged 14-24

Date: 18 November 2015 10am-1pm

Venue:

Civic Centre (Conference Room 4th floor)

Links to TSD Training, Support and Development Standards: This course helps to provide evidence for the following Standards: 4, 5.4, and 5.5

Supporting Children's Communication and Language – birth to 4

Course Aims

To develop an understanding of the importance of good quality interactions, to further develop children's communication and language skills.

Learning Outcome

- Understand how babies and young children communicate, and of the importance of developing listening, attention and understanding
- Reflect and evaluate on interactions you already use to facilitate language development.
- Adopt and learn ways of interacting with children to increase effectiveness.
- Understanding the link that language development has upon children's behaviour
- Understanding the link that communication and language have upon a child's later ability to read, write and problem solve

Trainer: Merton Early Years Intervention & Inclusion Team

Dates: 7 December 2015 9.30am-2.30pm

Venue: The Chaucer Centre

Links to TSD Training, Support and Development Standards: This course helps to provide evidence for the following Standards: 4, 5.

Supporting Young Refugees

Learning Outcomes:

- To help foster carers provide effective support to young people who are seeking refugee status in the United Kingdom

Course Content:

- The Geographic, legal and context of young refugees
- The physical, psychological and social impact of forced migration on young people
- The support needs of young refugees, and the support available to them from statutory and voluntary organisations
- How foster carers can support and assist young refugees

Trainer:

- Adrienne Mickey, Social Worker, 14+, with a specialism in young refugees
- Steve Butcher

Course Dates:

- 10 December 2015 10am-1.30pm
The Chaucer Centre

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: 4, 5, 6.

Promoting the Voice of the Child

Learning Outcomes

- This seminar-style course will develop awareness of this vital area. It is crucial that all those who work with children, seek out, and take account of their views and wishes. By listening to children carers and other professionals can consider how care can be provided which meets the individual needs of children, and how their personal safety can be ensured.
- To consider how foster carers can listen to children to obtain their views, and act upon these
- To consider how carers can nurture the resilience and confidence of children in their care
- To increase awareness of research and literature in this area
- To consider techniques for communicating effectively with young people
- To consider potential barriers to effective communication with young people
- To raise awareness of Merton's expectations of foster carers in this area.

Trainer

Steve Butcher

Other trainers to be confirmed

Date:

- 7 January 2016 10am-1pm
Merton Civic Centre (Committee Rooms B and C)

Links to TSD Training, Support and Development Standards: This course helps to provide evidence for the following Standards: 1-6

Safe Caring

Course Aims: This course will consider how foster carers can care for young people in a safe and appropriate manner, which meets their needs, as well as those of their family, and minimises the risk of allegations being made against carers.

Learning Outcomes:

At the end of this course participants will:

- Have learnt about the key principles of safe caring
- Have increased knowledge of the challenges faced, when caring for children who have suffered abuse (including sexual abuse), and neglect.
- Have considered strategies for handling common situations when safe caring is an issue
- Have considered the safety risks associated with information technology, and how carers can help young people remain safe
- Know about ways of minimising the risk of allegations
- Be aware of the latest guidance from the Fostering Network concerning safe caring
- Had the opportunity to share their experiences in this area, and have been able to learn from other carers
- Have increased knowledge of research in this area

Trainer:

Steve Butcher, Training and Development Officer, Fostering Team.

Dates:

- 21th January 2016 9.30am-1.30pm
Chaucer Centre (Room M), Canterbury Road, Morden SM4 6PX

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: **2.1 2.2, 2.6, 3.3, 4, 6.**

First Aid

Course Aims:

To equip foster carers with first aid skills in relation to: preserving life, preventing deterioration, promoting recovery, and to deal with emergency situations using the “ABC” rule of resuscitation, safely and confidently.

Learning Outcomes:

For foster carers to be able to:

- Handle emergency situations safely
- Understand the “ABC” rule of resuscitation
- Recognise and treat a conscious and unconscious, choking casualty
- Assess and place an unconscious casualty in to the recovery position
- Recognise the need for, and to be able to perform effective cardiopulmonary resuscitation (CPR)
- Assess when a casualty is in cardiac arrest
- To control bleeding
- Recognise and treat a patient in shock
- Understand the management of injuries such as fractures and burns
- Feel confident in dealing with various medical situations, and to sustain life until medical help arrives.

Trainer:

Mediaid Training Services Limited, who are experienced training providers in this field.

Date:

- 25 January 2016 10am-2.30pm

Venue: Committee Rooms D and E, Merton Civic Centre, London Road, Morden SM4 5DX

Links to TSD Training, Support and Development Standards:

This course helps to provide evidence for the following Standards: **3**

Child Abuse and The Role of the Foster Carer

Course Aims:

To improve knowledge and expertise for foster carers in caring for children who have suffered abuse

Learning Outcomes:

- To explore the All London Child Protection Procedures and the role of the foster carer
- To explore the investigative process when abuse is suspected, using case scenarios
- To outline Merton's Child Assessment Framework, and the role of the foster carer within this
- To understand signs of possible signs of child abuse in foster children
- To consider how foster carers can respond appropriately when children make disclosures about their abusive experiences
- To identify areas of good practice for foster carers, including "safe care"
- To provide a forum for foster carers to discuss the issues that have arisen for them in their work in this area

Trainers:

Steve Butcher is the Training and Development Officer in Merton's Fostering Team

Dates:

- 15 February 2016 10am-1.30pm
Merton Civic Centre (Committee Rooms D and E)

Links to TSD Training, Support and Development Standards: This course helps to provide evidence for the following Standards: **2.2, 3.5, 4.1, 4.3, 4.4, 6.**

E-Learning Courses

Merton Safeguarding Children Board (MSCB) has joined up with “The e-Academy” to offer access to online safeguarding training courses. You are able to work at your pace, in completing these courses (including several short sessions), but as a guide, it should take you about 1-3 hours to complete each course.

Foster carers can access the courses online at:

<http://mertonscb.safeguardingchildren.co.uk/>

Please advise Steve Butcher if you do undertake any courses, and also if you have any difficulty accessing the courses.

Courses available:

Child Protection

Course overview

This course covers a variety of child protection issues and is suitable for anyone who comes into contact with children and young people. There are 2 versions available:

- Foundation: aimed at people who have regular contact with children (Module takes approx. 1-2 hours to complete)
- Core: suitable for frontline professionals who have direct contact with children (2-3 hours)

These courses will inform you about the various types of abuse or neglect to a child and then explain what you must do if you suspect that a child is being abused or neglected.

Course content

- ..Physical Abuse
- Sexual Abuse
- Emotional Abuse

-Neglect

-What to do if you suspect abuse or neglect

Safeguarding Children Refresher

Government guidance suggests that refresher training for those working directly with children and young people should take place every three years. This course should be accessed by foster carers who have already undertaken the Child Protection course.

On completion of this course learners will be able to

- Identify the changes to practice over the past three years
- Identify different levels of harm and the appropriate safeguarding processes to be followed
- Understand safeguarding issues from a national perspective

Course Content

Areas covered include:

- Why is Change Necessary?
- Recent Legislation
- Integrated Working
- Further Information and Summary

Please be aware that this training content deals with a potentially disturbing subject matter and material and images used may be of a graphic nature. The module carries links to help lines and national support agencies that can be contacted should you feel the need to talk to an independent person about this subject.

E-Safety

Course Content

- The Importance of Internet Safety
- The Benefits and Risks of Being Online
- Forms of Communication Media
- How to Protect Young People Online

Learning Outcomes

- **Be aware** of different ways in which children and young people use the internet and mobile technology;
- **Be aware** of the possible risks to children and young people when using different methods of online and mobile communication.
- **Be able** to identify key e-safety practices which children and young people should be aware of;
- **Know how** to report abusive online behaviour;
- **Know what** to do if a child discloses experience of abusive online behaviour;
- **Be aware** of further online e-safety support

Foster
Carer's
Personal
Development
Plan

Foster Carer's Personal Development Plan

This form should be completed on an annual basis by the foster carer(s), in consultation with their Supervising Social Worker. The Merton Foster Carers' Learning and Development Programme should be used at the time of completion.

1. Name: Carer 1:

Carer 2:

2. Address:

3. Date of last Personal Development Plan

4. Date this Personal Development Plan was agreed:

5. Agreement for the period from.....to.....

6. Foster Carer date of Approval and Approval Status:

7. What are your strengths as a foster carer, in terms of knowledge and abilities?

8. Review of progress in relation to targets in previous Personal Development Plan, and any outstanding tasks to be carried forward (give reasons if outstanding tasks are no longer relevant).

9. Evaluation of training undertaken since last Personal Development Plan.

10 Learning Needs

Development plan:

(10.1)

Essential areas for or/my development	How will this be achieved?	Target Date

(10.2) would you be interested in contributing to any initiatives that may be ongoing, in relation to the development of the Merton Fostering Service?

11. How will the fostering agency help you achieve this Personal Development Plan?

13. Agreement regarding attendance at Support Groups

14 Any other issues:

15. We, the undersigned, agree to work together, towards the achievement of the targets in this Personal Development Plan, the progress of which will be reviewed at during the visits from my Supervising Social Worker, and at my annual Foster Carer Review meeting.

Signature.....
Foster Carer

Signature.....
Supervising Social Worker

16.

<i>Progress on Training and Development Targets</i>
<i>Training and development outcomes met (including TSD)</i>
<i>Date completed</i>

Progress on Training and Development Targets
Training and development outcomes met (including TSD)
Date completed

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Training and development outcomes met (including TSD)
Date completed

If you have any questions about the Learning and Development Programme please contact Steve Butcher, Learning and Development Officer: 020 8545 4678/07947524804
steven.butcher@merton.gov.uk