

# Kasper *Fostering*

Foster Carers Training Brochure  
March 2011 – March 2012

*Learning ... a lifelong journey*

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# Welcome ...

## *to the Kasper Foster Carer's Training Brochure*

At Kasper Fostering we are committed to providing our carers and staff with training opportunities, advice, information and support to ensure the continued development of the necessary skills and knowledge to create nurturing and safe environments for the children in our care.

Our aim has been to develop a framework which encourages continuous professional development and meets both individuals' development needs and relates to the requirements of our organisation. Everyone will be supported and empowered to make informed decisions about the most appropriate learning opportunities which have been identified through their individual personal development plan. These will be reviewed through ongoing professional supervision, at annual reviews and at your annual personal development plan meeting, which will take place each January.

In this brochure you will find details of a wide range of courses run by Kasper Fostering using internal and external trainers, all of whom are experienced childcare practitioners.

From April 2011 everyone will be able to have online access to 'The Children's Social Care Professional Training Learning Pathways Model' developed by the CWDC (Children's Workforce Development Council). This model will show and signpost the most common recommended and possible qualifications and Continued Professional Development opportunities for professionals within the childcare workforce.

Learning opportunities will be provided using formalised training events, small workshops and, at times, individual sessions. We will also be utilising a diverse range of delivery methods including the potential (where appropriate) for home study using the Internet.

If you have a specific learning need that has been identified in your personal development plan and not been included in our training schedule, please contact our Whitstable office for a training request form. Once completed with your Supervising Social Worker, on its return we will, if at all possible, attempt to identify an appropriate external course.

## *Feedback*

Following each course we ask for evaluations to ensure that we are providing first class training that is relevant and has met the original desired learning objectives. Your comments are important and will be taken into account.

Once you have completed the professional development event your supervisor will discuss with you the learning that has been undertaken and how these new skills and additional knowledge maybe evidenced in practice.

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## *Learning Styles*

All learning should be accessible and should reflect the individual needs of participants. At Kasper we recognise that we have different language or literacy abilities and may have had previous negative training experiences.

Wherever possible we will provide resources that are flexible and creative to meet individual preferences.

Ideas will include for example: -

- Using MP3 players to record evidence;
- Witness statement, supervision notes and observation records;
- Provide information based on language and abilities;
- Provide Mentors (where identified) for additional support.

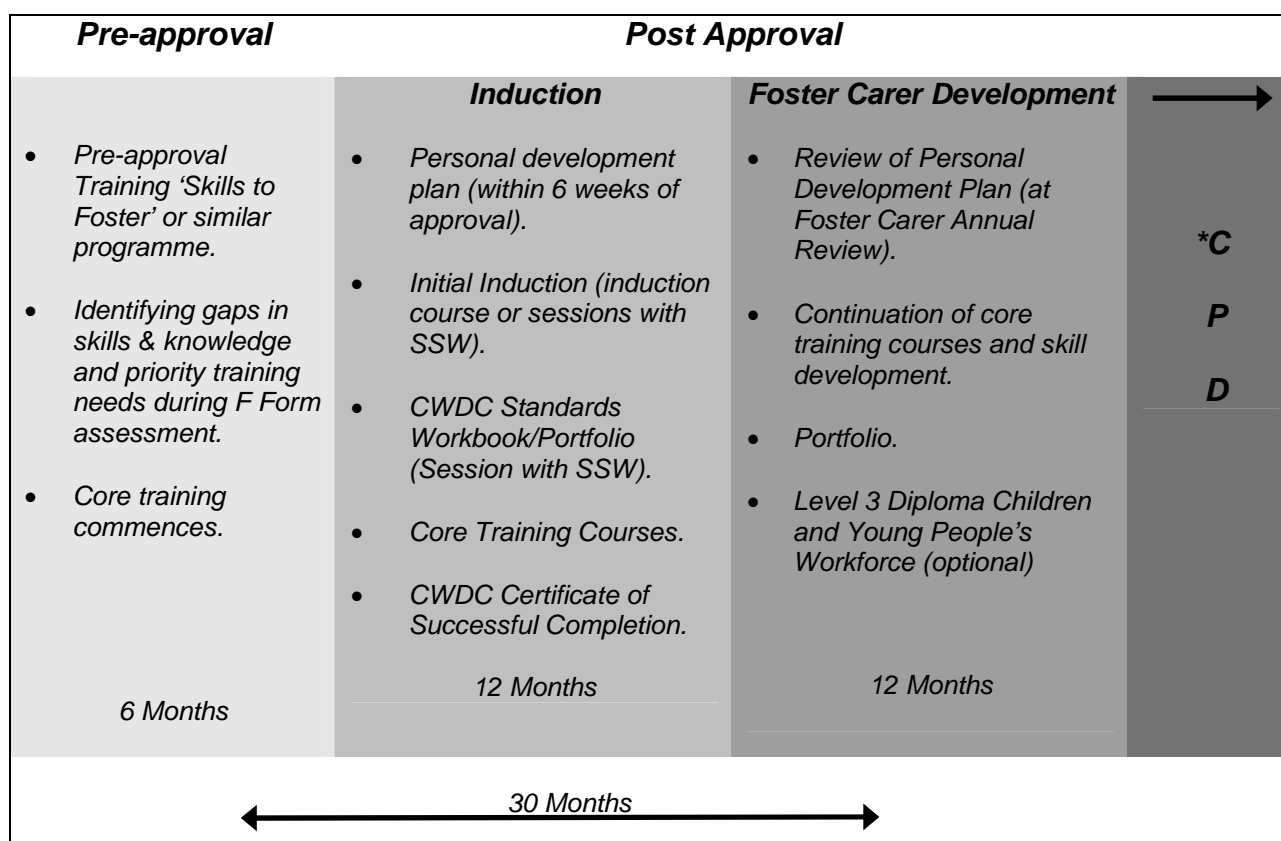


## Which courses should I attend?

At Kasper we are passionate in the belief that “you never stop learning”. From the moment you consider fostering with us we will be working with you to progress your career whilst building upon any previous relevant learning, experience or qualifications undertaken.

Within 2 weeks of approval you will meet with your Supervising Social Worker who will discuss the purpose of Supervision; complete a Supervision Agreement with you; undertake a familiarisation to carer’s handbook; the importance of recording and proactive communication; provide information on Personal Development Plans; ask you to complete a development self appraisal form and provide brief information on NMS (National Minimum Standards)/CWDC.

The chart below details our Continued Professional Development framework detailing the timescales and training options available: -



\* CPD = Continuing Professional Development, with (optional) higher level qualifications

**Year 1 Courses**      Highlighted in Red  
**Year 2 Courses**      Highlighted in Blue  
**Year 3 Courses**      Highlighted in Green

Within 6 weeks of approval you will have completed your Personal Development Plan with your Supervising Social Worker and have attended an induction workshop on “Working with Kasper”.

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In the event of insufficient numbers your Supervising Social Worker will undertake this event with you (details of content in event details).

Following completion of your Personal Development Plan (PDP) you will be in a position to identify the courses you want to attend having prioritised those you need to do first with your Supervising Social Worker.

If there are Mandatory '**Red**' Courses that you have yet to attend you will be asked to complete these first.

## *Structure of Courses*

In Year One, following approval, you will undertake Induction Training which will include Core Training and completion of the CWDC Workbook (see information re: CWDC). Remember having attended the 'Skills to Foster' Course you will already have started your CWDC!

All training in Year One is **mandatory** and is a requirement under the National Foster Carer Standards.

Following your first Foster Carer Review (within one year of approval) you will be able to attend the **Year Two** Intermediate Courses and Advanced Courses in **Year Three** onwards.

However, at times you may identify an area of learning that would be of benefit which is outside your length of service to date. On these occasions please discuss with your Supervising Social Worker and update your PDP (Personal Development Plan) to reflect the importance of this learning opportunity. You will then be in a position to secure a place on the intended event.

The thinking behind having courses that have been determined by the length of your fostering career to date is NOT to be restrictive, but to ensure that everyone has completed the required core training and that all training is individualised to your personal development.

We have identified which courses are in years 2 and 3+ based upon our experience, advice from course facilities and feedback over the years from our carers.

Importantly again, these are not meant to be restrictive but seen as a guide to assist you in prioritising your learning objectives and making informed decisions about your professional development. This means if you are a year 1 carer you can attend a year 2 or 3 course, if it fits with your Personal Development Plan (PDP).

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## *Children's Workforce Development Council (CWDC)*

CWDC launched the Training, Support and Development (TSD) Standards for Foster Care in May 2007. The Standards provide a national benchmark for the training and development of Foster Carers and set out what Foster Carers are expected to meet within 12 months of approval. Although, historically Kasper Fostering has provided high quality and comprehensive training, this was not always the same experience for Foster Carers elsewhere. Hence the need to ensure that there was a minimum expectation of training made available following approval and completed within the first year for all Foster Carers.

The TSD Standards underpin the pre-approval induction training ('Skills to Foster' preparation training) and continuing professional development process and the ongoing training, supervision and support of Foster Carers.

The Standards help to ensure that Foster Carers are safe to take on the appropriate level of responsibility for the children and young people they look after.

### *Prior Learning*

Along with your Supervising Social Worker (SSW) in completing your Personal Development Plan (PDP) there will be the opportunity to identify any relevant prior learning and experience that can be used as evidence against specific outcomes in the CWDC Standards. If the prior learning or experience is over 5 years old, you will need to demonstrate to your SSW that you have kept up to date with the learning, but it will be likely that you will need refresher training.

### *'Skills to Foster' Preparation Training*

At this event you will have been provided with a book to remind you of the areas covered and provide the opportunity to undertake exercises in your own time. All this information will assist you in the completion of your CWDC as the areas covered at this 3 day event can evidence up to 50% of the Standards.

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## *How do I book a place?*

At the back of the brochure are return slips for all courses. Please fill in and pass to your Supervising Social Worker at the time of completion of your Personal Development Plan. These will then be passed to our training department and you will receive a letter of confirmation for all your development events and any notifications as to any additional information that is appropriate.

Please put these dates in your diary!

## *What do I do if I cannot attend?*

If there are events that you are unable to attend in your local area there is the option to attend at one of the other areas on an alternative date. Please keep any travel receipts and pass to your Supervising Social Worker for reimbursement.

At times unforeseen and unexpected changes in circumstances may occur. In these circumstances please notify Kate at the Whitstable Office as soon as possible, in order that your place may be offered to someone else. If this happens on the day please ring Kate or Amy at the Whitstable Office, preferably before the Course start time.

## *Course Durations*

½ Day course will run from 9.30am (prompt) to 1pm

Full day course will run from 9.30am (prompt) – 2.30pm. A light buffet lunch will be provided during the lunch break which will last approximately 30 minutes (some timing may be subject to change of which you will be notified in your confirmation letter). If you have any dietary requirement, please advise us of this on your return advice slip.



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## *Training for Respite/Relief Carers and Partners of Main Foster Carers*

Respite Foster Carers are expected to attend an Induction 'working with' Kasper event and the following Core Training events.

- Child Protection and Safeguarding Young People (inc, e-safety awareness - CEOP).
- De-escalation and Restraint.
- Understanding Principles and Values essential to Fostering.
- First Aid.
- Promoting Health & Wellbeing.
- Equality and Diversity.
- Effective Communication.

Attendance at these courses will ensure that respite carers are safe to take on the appropriate level of responsibility for the children and young people they look after and are suitably qualified, competent and experienced.

Everyone in our organisation has a Personal Development Plan which will be completed to identify if carers have previous learning that can be transferred and detail if these are courses which will not require attendance.

Completion of the core training will ensure respite carers are compliant with the Training, Support and Development (TSD) Standards developed by the CWDC. Carers will have completed Standards 1 – 4 and 6. However, unlike full time carers who have to “show or demonstrate” understanding for respite carers this is replaced with “an awareness or understanding”

Your Supervising Social Worker will provide additional information and discuss in more detail with you how the standards can be evidenced.

Partners of Main Carer (respite and full time) are required to undertake the following training: -

- Child Protection & Safeguarding Young People
- De-Escalation & Restraint Training
- First Aid

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## *Year 1 Training Courses - Mandatory*

### **Induction “Working with Kasper”**

Length: ½ day (9.30am – 1pm)

Venue: London & Kent

Dates: Continuous rolling dates (TBA)

Facilitators: Kate Hamilton-Harris (if as a group)

Supervising Social Worker if with Individual Foster Carers

#### **The aims of the Course**

- Welcome new Foster Carers to Kasper.
- Enable all new Foster Carers to Kasper to gain further insight into the aims and objectives of the organisation.
- Enable participants to develop an understanding of how their role works in an integrated way with other services within Kasper (including contact).
- Introduction to Continued Professional Development in Kasper.
- Complaints and Allegations.
- Recording Communication.
- Reviews.
- CWDC (Children’s Workforce Development Council), to include – Requirements of the Standards for Foster Carers (interpreting new guidance and tools and historic background); The link to the revised April 2011 NMS (National Minimum Standards) and FSR (Fostering Service Regulations); Routine activities as a means of evidencing the Standards.
- The use of ongoing training in evidencing the Standards linking to Personal Development Plan.
- Development Portfolio.

#### **CWDC Evidence**

Standard 2.1; 2.4 & 2.6

Standard 4.5

Standard 7.1; 7.3; 7.4 & 7.5

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## Induction – First Aid

**Length:** 1 Day (9.30am – 2.30pm)

**Venue:** Kasper Training Centre (Kent); Bromley Library - Large Hall (Bromley)

**Dates:** Wednesday 13<sup>th</sup> July 2011 (**Kent**)

Thursday 15<sup>th</sup> September 2011 (**Bromley**)

**Facilitator:** Liz Taylor – Healthcare Safety Services

### The aims of the Course

- Knowing what action should be taken in an emergency.
- Will be taught and will practice cardiopulmonary resuscitation methods (inc paediatric).
- Will be taught and will practice dealing with an unconscious casualty.
- Knowing the correct action to take with regard to control of wounds and bleeding.
- Knowing the action to take on a range of other situations including: - choking; foreign objects in the eye; hazard perception; drowning; shock; overdose and heart attacks.

### CWDC Evidence

Standard 3.3 (d)



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## Induction Child Protection and Safeguarding Children & Young People

**Length:** 1 Day (9.30am – 2.30pm)

**Venue:** Kasper Training Centre (Kent) & Devonshire House - Room 306 (Bromley)

**Dates:** Thursday 17<sup>th</sup> February 2011 (**Kent**)

Thursday 10<sup>th</sup> March 2011 (**Bromley**)

Monday 6<sup>th</sup> June 2011 (**Kent**)

**Facilitator:** Simon Bounds

### The aims of the Course

“Recognise, Record, Refer”

- Describe the difference between “safeguarding” and child protection
- Know what your responsibilities are as a foster carer in both fields
- Know what kinds of incidents fall into the following categories:
  - Not problematic
  - Concerning but you can deal with it yourself
  - So concerning that you need to contact a social worker
  - What to do if you can't contact your Kasper social worker
- Describe the categories of Child Abuse: Emotional, Physical, Sexual Abuse and Neglect
- Know what to do if you think that the child in your care has suffered any of these forms of abuse
- Know what incidents or disclosures require recording and how to record them
- Know what incidents or disclosures require referring to your social worker and how to refer them
- Know how the local social services team classify different kinds of safeguarding problems e.g. children absconding, self-harm, weight loss etc.

### CWDC Evidence

Standard 6

Standard 4.4

Standard 5.1; 5.2

## Induction – Behaviour Management, De-escalation & Restraint

**Length:** 2 Days (9.30am – 2.30pm each day)

**Venue:** Kasper Training Centre (Kent); Devonshire House – Room 306 (Bromley)

**Dates:** Wednesday 4<sup>th</sup> & Thursday 5<sup>th</sup> May 2011 (**Kent**)

Wednesday 30<sup>th</sup> November & Thursday 1<sup>st</sup> December 2011 (**Bromley**)

Tuesday 6<sup>th</sup> & Wednesday 7<sup>th</sup> December 2011 (**Kent**)

**Facilitators:** Shades Training

**Renewal:** This course must be repeated at three yearly intervals.

### The aims of the Course – Day 1

- Domestic issues –ground rules, expectations etc.
- About Shades – includes our philosophy regarding placement retention & physical intervention as a last resort.
- Government guidelines – to give carers an understanding of Fostering Standards & Regulations.
- Legal issues – to give an awareness for carers.
- Policies, reporting & recording – to ensure that carers are aware of their policies and to investigate the importance of accurate reporting & recording.
- Reasons for aggressive behaviour – to give an insight as to why some children may display challenging behaviours.
- Signs of aggressive behaviour – to look at the build up prior to an outburst and enabling the carers to intercept at an earlier stage.
- Escalate the problems –to examine how adults can unintentionally escalate potentially difficult situations.
- Keeping safe – a range of breakaway techniques (grabs, bites etc).

### The aims of the Course – Day 2

- Recap.
- De-escalation skills – a look at ‘button pushing’ & carer’s response also ‘Knowing their history’ & how knowledge of the child can make for a more successful placement.
- Primary Interventions - to make aware of early interventions, ‘setting their stall out’ & cultural differences.
- Secondary Interventions - to reinforce carer’s knowledge & to offer a list of diffusion strategies to attempt plus things to avoid in crisis situations.
- Communication skills – to examine the importance of how carers respond and communicate.
- Safe handling techniques – a range of low-level physical activities to enable carers to physically manage children with safety for all being paramount.
- Moving forward – a strategy for carers to help children modify their behaviour, to improve relationships and to maintain placements.
- Feedback & evaluations.

### CWDC Evidence

Standard 6  
Standard 3.4

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## Induction – Development of Children and Young People

**Length:** ½ Day (9.30am – 1pm)  
**Venue:** Kasper Training Centre (Kent);  
**Dates:** Wednesday 27<sup>th</sup> April 2011 (**Kent**)  
**Facilitators:** Kate Hamilton-Harris

### The aim of the Course

- Attachments and stages of development
- Explore coping mechanisms
- Understanding the impact of abuse, separation and loss on behaviour, emotion, well being and self esteem of children and young people.
- Resilience.
- Transitions.

### CWDC Evidence

Standard 5  
Standard 3.3(a), 3.4 and 3.5



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## Induction – Equality & Diversity

**Length:** 1 Day (9.30am – 2.30pm)

**Venue:** Kasper Training Centre (Kent);  
Bromley Library – 5<sup>th</sup> Floor Meeting Room (Bromley)

**Dates:** Tuesday 17<sup>th</sup> May 2011 (**Bromley**)  
Thursday 8<sup>th</sup> September 2011 (**Kent**)

**Facilitators:** Carl Cullum (Bromley)  
To be Confirmed (Kent)

### The aims of the Course

- Value diversity and work positively with children & young people and families.
- Understand the different types of prejudice and discrimination which can affect children and young people.
- Equality, inclusion and anti-discriminatory practice.

### CWDC Evidence

Standard 1.2  
Standard 2.3  
Standard 6.3

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## Induction – Promoting Health & Well-being

**Length:** 1 Day (9.30am – 2.30pm)

**Venue:** Kasper Training Centre (Kent); Bromley Library - Large Hall (Bromley)

**Dates:** Thursday 23<sup>rd</sup> February 2012 (**Kent**)  
Thursday 8<sup>th</sup> March 2012 (**Bromley**)

**Facilitator:** Matthew Griffiths-Davies

### The aims of the Course

- Explore the holistic meaning of health.
- Understand the requirements of National Healthy Care Standard.
- Explore ways of promoting the health of Children & Young People.
- Know what health care means for the physical, mental, emotional and sexual health of children and young people.
- Strategies to promote positive meaningful outcomes.
- Know what procedures to follow.
- Have an understanding of children and young people's health and hygiene needs including allergies and infection control.

### CWDC Evidence

Standard 3



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## **Induction – Child Exploitation Online Protection (CEOP)**

**Length:** 1 Day (9.30am – 2.30pm)

**Venue:** Kasper Training Centre (Kent); Devonshire House – Room 306 (Bromley)

**Dates:** Friday 18<sup>th</sup> March 2011 (**Kent**)

Wednesday 13<sup>th</sup> July 2011 (**Bromley**)

**Facilitators:** Simon Bounds

### **The aims of the Course**

- Define internet safety.
- Understand what kinds of activities children undertake on the World Wide Web.
- Know what your responsibilities are as a foster carer towards safe internet use.
- Define what constitutes dangerous or excessive internet use for different age groups.
- Know how you can exercise appropriate parental oversight & control.
- Teach the children in your care how to use the internet safely.

### **CWDC Evidence**

Standard 6.2 & 6.3

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## **Induction – Understanding your Role as a Foster Carer, including Principles and Values essential for Fostering Children & Young People**

**Length:** ½ Day (10am – 1pm)

**Venue:** Kasper Training Centre (Kent); Bromley Library – Small Hall (Bromley)

**Dates:** Tuesday 11<sup>th</sup> October 2011 (**Bromley**)  
Thursday 13<sup>th</sup> October 2011 (**Kent**)

**Facilitator:** Kate Hamilton-Harris

### **The aims of the Course**

- Understand the Principles and Values essential in Foster Care.
- Working with the Every Child Matters Agenda.
- Confidentiality and sharing information.
- Relationships with parents and significant others.

### **CWDC Evidence**

Standard 1 C.1.3.4  
Standard 2 C.1 & 3

## **Induction – Effective Communication**

**Length:** ½ Day (10am – 1pm)

**Venue:** Kasper Training Centre (Kent); Devonshire House – Room 306 (Bromley)

**Dates:** Tuesday 28<sup>th</sup> June 2011 (**Kent**)  
Thursday 30<sup>th</sup> June 2011 (**Bromley**)

**Facilitators:** Lin Redman

### **The aims of the Course**

- Understanding different communication channels.
- Know how to use different communications mediums.
- Learn strategies to promote and encourage effective communication.
- Understand some of the common difficulties in communicating with children & young people and how to overcome this.

### **CWDC Evidence**

Standard 4

## Induction – Working with Challenging Behaviour

**Length:** 1 Day (9.30am – 2.30pm)

**Venue:** Kasper Training Centre (Kent);  
Bromley Library – 5<sup>th</sup> Floor Meeting Room (Bromley)

**Dates:** Friday 6<sup>th</sup> January 2012 (**Bromley**)  
Tuesday 27<sup>th</sup> March 2012 (**Kent**)

**Facilitators:** TBC

### The aims of the Course

- Understand behaviour in context.
- Behaviour as a defensive mechanism.
- Recognising patterns of behaviour, including our own behaviour.
- Identifying skills to manage behaviour.
- Coping strategies.

### CWDC Evidence

Standard 4.1 & 4.2  
Standard 5.1 & 5.6



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## Year 2 – Learning & Development Events

*The following are courses which will be completed in your second and subsequent years of fostering, a selection are available in 2011/2012, please see following pages.*

### Year 2 Courses

- Child & Parent Placements
- Remand Fostering
- Court Skills and Report Writing
- The Role of the Appropriate Adult
- An Introduction to understating Sexual Abuse
- Working with Difficult Behaviour
- Addictive Behaviour, including Drug and Alcohol Awareness
- Preparation for Independence and Promoting all Children & YP's Rights
- Working with and Supporting Young People with Sexualised Behaviour
- Conflict of Loyalty, Supporting Contact for Young People
- 11 Week Course – Fostering Changes
- Bullying Awareness
- The Positive Role of Men in Foster Care
- Stress Management
- Separation, Loss and Grief
- Working with Adolescents
- Making Positive Beginnings
- Making Positive Endings
- Supporting Young People who have been Sexually Abused
- Understanding Attachment
- Black and Ethnic Minority Children with Disabilities
- Identity, Fostering and Adoption
- Introduction to Attention Deficit Hyperactivity Disorder (ADHD)
- Sexual Health for Young People with Learning Disabilities

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## Role of the Appropriate Adult

**Length:** 1 Day (9.30am – 2.30pm)

**Venue:** Kasper Training Centre (Kent);  
Bromley Library – 5<sup>th</sup> Floor Meeting Room (Bromley)

**Dates:** Wednesday 23<sup>rd</sup> March 2011 (**Kent**)  
Friday 30<sup>th</sup> September 2011 (**Bromley**)

**Facilitators:** Simon Bounds

### The aims of the Course

- Understand the role of the Appropriate Adult
- Understand how the role relates to the Police & Criminal Evidence Act 1984
- Describe the rights of children who are arrested
- Know what to do if a child in your care is arrested and detained by the police
- Understand the relevant parts of the criminal justice system as it applies to children



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## Stress Management

**Length:** 1 Day (9.30am – 2.30pm)  
**Venue:** Kasper Training Centre (Kent)  
**Dates:** Wednesday 6<sup>th</sup> April 2011 (**Kent**)  
**Facilitators:** Viv Brown

### The aims of the Course

The session aims to explore how one's own physical, mental and emotional well being is affected by the fostering task and to promote "safe caring" and positive ways to "de stress".

### Objectives

By the end of the session the participant will be aware of: -

- How one's own well-being affects the ability to care.
- The myth of "infallibility"- (i.e. carers must always be.....)
- How to promote and maintain one's own physical health- e.g. correct lifting, diet, lifestyle, caring whilst feeling under par.
- Caring in a manner which protects oneself from allegations.
- How triggers from one's own past can create unexpected emotional responses.
- Strategies to deal with one's own feelings and emotions.
- How to evaluate strengths and limitations.
- Stress busting activities.

### CWDC Evidence and other Links

Fostering competencies (BAAF) -1.1; 3.2; 4.1; 4.2; 4.3 & 4.4  
NVQ HSC Level 3 – Units 33  
CWDC - 2.1; 3.4; 7.1 & 7.3.



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## Understanding Attachment

**Length:** 1 Day (9.30am – 2.30pm)

**Venue:** Devonshire House – Room 603 (Bromley)

**Dates:** Thursday 7<sup>th</sup> April 2011 (**Bromley**)

**Facilitators:** Viv Brown

### The aims of the Course

A session designed to explore attachment issues for young people, the affects on development and behaviour from a neurological perspective and to equip carers with skills to assist young people to make positive attachments.

By the end of the session participants will be able to:

- Identify the affects of early attachment experience on human neurology.
- Explore how parenting styles can affect the development of attachment.
- List the factors which promote “good” attachment
- Describe the main theories of attachment
- Explore the main types of attachment disorder and how this may affect the behaviour of a young person.
- Devise a range of strategies to assist young people to move through the stages of loss appropriately.

### CWDC Evidence

Standards 1.3b; 2.3a; 5.1; 5.2; 5.3 & 5.6

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## Separation, Loss and Grief

**Length:** 1 Day (9.30am – 2.30pm)  
**Venue:** Bromley Library – Large Hall (Bromley)  
**Dates:** Wednesday 15<sup>th</sup> June 2011 (**Bromley**)  
**Facilitators:** Viv Brown

### The aims of the Course

A session designed to explore loss and separation issues for young people living in a foster care setting, the affects on development and behaviour and to equip carers with skills to assist young people to make positive attachments.

By the end of the session participants will be able to;

- Identify a variety of losses for young people who are cared for in a foster home.
- Explore how these losses can affect development and behaviour
- Describe the main theories of loss, bereavement and grief
- Identify how “attachment” links with separation and loss
- Explore the theories of resilience and its relevance to change.
- Devise a range of strategies to assist young people to move through the stages of loss appropriately.
- To explore personal feelings of loss which may inhibit effective support.

### CWDC Evidence

Standards 1.3b; 2.3a; 5.1; 5.2; 5.3 & 5.4

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## Drug & Alcohol Awareness (Addictive Behaviour)

**Length:** 1 Day (10am – 2.30pm)

**Venue:** Kasper Training Centre (Kent); Bromley Library – Small Hall (Bromley)

**Dates:** Wednesday 25<sup>th</sup> May 2011 (**Kent**)

Tuesday 28<sup>th</sup> February 2012 (**Bromley**)

**Facilitators:** Chris Cotty – Kent Counsel for Addiction

### The aims of the Course

*To provide a basic knowledge of the most commonly misused drugs, their effects, street names and legal status, along with the impact of substance misusing parents on children.*

### Objectives:

By the end of the sessions, delegates will be familiar with:

- The most commonly misused drugs, including their street names and legal status.
- The effects of misusing drugs and alcohol.
- Engaging with young people
- The impact of drug/alcohol misusing parents on children.
- National treatment agencies and help lines

### Session Contents:

- Introductions
- Drugs/Alcohol quiz
- Identification of most commonly used drugs.
- Effects of misusing drugs and alcohol
- Legal status of drugs
- The impact on children of parents with a drug/alcohol problem
- Treatment agencies and help lines
- Review key learning



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## Child & Parent Assessments

**Length:** ½ Day (9.30am – 1pm)

**Venue:** Kasper Training Centre (Kent)

**Dates:** Friday 17<sup>th</sup> June 2011 (**Kent**)

**Facilitators:** Jenny Greenwood - TBC

### The aims of the Course

- Purpose and principles
- Assessments and support
- Contracts and written agreements
- Objectivity, reliability, influences and bias
- Practice models and guidelines
- Presenting reports and giving evidence

## Working with Adolescents

**Length:** Two Sessions (each day will run from 10am – 2.30pm)

**Venue:** Kasper Training Centre (Kent); Bromley Library (Bromley)

**Dates:** **Session 1 Bromley** Thursday 20<sup>th</sup> October 2011 (*Large Hall*)

**Session 2 Bromley** Friday 27<sup>th</sup> January 2012 (*5<sup>th</sup> Floor Meeting Room*)

**Session 1 Kent** Tuesday 1<sup>st</sup> November 2011

**Session 2 Kent** Friday 20<sup>th</sup> January 2012

**Facilitators:** Jayne Robinson

### The aims of the Course

- Making sense of adolescence (theories, facts and myths)
- Developing positive relationships
- Communicating with young people
- Legislative framework
- Promoting independence

## Making Positive Beginnings

**Length:** 1 Day (9.30am – 2.30pm)  
**Venue:** Kasper Training Centre (Kent)  
**Dates:** Tuesday 27<sup>th</sup> September 2011 (**Kent**)  
**Facilitators:** Viv Brown

### The aims of the Course

A one day course designed to equip carers to assist a young person to settle into a new environment and manage change effectively. Although based around welcoming a young person into the foster home, the session is also suitable for a variety of transition times e.g. into independence, entering secondary education etc.

### Objectives

By the end of the session the participants will be able to:-

- List the feelings an individual experiences when moving to new surroundings.
- Identify how a child's previous experiences may affect their ability to make new attachments.
- Recognise stages of "grief" and separation.
- Discuss the importance of transitional objects and persons.
- Utilise practical strategies during transition periods.
- List support, guidance and advice sources for themselves and the young people.

### CWDC Evidence

Standards -1.2; 1.3; 1.4; 2.4; 3.4; 5.1; 5.2; 5.3; 5.6 & 7.2



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## Making Positive Endings

**Length:** 1 Day (9.30am – 2.30pm)  
**Venue:** Kasper Training Centre (Kent)  
**Dates:** Friday 21<sup>st</sup> October 2011 (**Kent**)  
**Facilitators:** Viv Brown

### The aims of the Course

To assist carers to move a young person onto another “family” or care setting in a positive manner.

### Objectives

- To identify the emotions a young person may be experiencing when “moving on”.
- To explore the feelings of carers at the end of a placement.
- To identify the affects of separation and loss on a young person’s behaviour.
- To utilise theories of separation and loss
- To discuss strategies to assist a young person to make positive endings.
- To explore a carer’s role after the young person has “moved on”.
- To use examples from “real” practice to reflect on good and less successful endings

### CWDC Evidence and other Links

Fostering Standards (BAAF) -1.1; 1.2; 1.3; 1.5; 1.6; 2.1; 2.2; 2.3; 3.1; 3.2 & 4.4  
NVQ HSC Level 3 – Units 31; 32; 34; 36; 38; 313; 318 & 326.



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## Working with Young People with Sexualised Behaviour

**Length:** 1 Day (9.30am – 2.30pm)

**Venue:** Kasper Training Centre (Kent); Bromley Library – Large Hall (Bromley)

**Dates:** Thursday 17<sup>th</sup> November 2011 (**Kent**)

Friday 18<sup>th</sup> November 2011 (**Bromley**)

**Facilitators:** Viv Brown

### The aims of the Course

A one day course to assist carers to gain knowledge and skills to work with young people who display sexualised behaviour and to identify the impact this may have on the carer and their family.

### Objectives

- To explore what is sexualised behaviour and the commonly held “myths and truths” about sexual abuse.
- To define “normal” sexual development for different ages.
- To develop strategies to assist a young person to use appropriate outlets for sexual energies.
- To explore the vulnerability of young people and carers to “grooming”.
- To identify different methods of “changing” sexualised behaviour patterns.
- To discuss the affect of caring for a child with sexualised behaviour within a family setting.
- To identify our own feelings about talking about sex.

### CWDC Evidence and other Links

Fostering standards (BAAF) -1.1, 1.2, 1.3, 1.5 1.6, 1.7. 2.1, 2.2, 3.2, 4.1,  
CWDC standards – 1.4; 2.1; 2.2; 3.4; 3.5; 4.1; 5.6; 5.7; 6.1; 6.2; 6.3 & 6.4.  
NVQ HSC Level 3 – The session covers some of the knowledge requirements for HSC  
34; 318 & 326

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## Year 3 – Learning & Development Events

The following are courses which will be completed in your third and subsequent years of fostering, a selection will be available in 2012/2013.

### Year 3 Courses

- Diploma/NVQ Level 3
- Reactive Attachment Disorder
- Life Story Work
- Understanding Trauma (4 days)
- Foetal Alcohol Syndrome
- Cognitive Behavioural Therapy
- Understanding Attachment and the Impact on Development (modular Course)
- Preparation for Independence
- In Touch with Children
- Post Traumatic Stress Disorder
- Complex Care Needs

In addition, carers are able to attend external Specialist Courses. Since January 2011, Kasper Foster Carers have attended the following Specialist Courses.

- Sign Language (Levels 1 & 2)
- Bruised before Birth (Foetal Alcohol Syndrome)



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## Life Story Work and Preparation for Independence (Invite Only)

**Length:** 2 Days (9.45am – 3pm)

**Venue:** The Bell Inn, Minster, Ramsgate (Kent)

**Dates:** Wednesday 22<sup>nd</sup> & Thursday 23<sup>rd</sup> June 2011 (**Kent**)

**Facilitators:** Joe Saffrey

### The aims of the Course

#### Day One

- Brief focus on the implications of abuse, neglect, separation and loss.
- Communicating with young people, including direct work (strategies and techniques).
- Understanding Life Work (Life Story Work) to include using genograms, life charts, maps, books and interactive DVD's.

The Life work will include attendees undertaking their own direct work of their lives to assist them to understand how powerful and potentially emotional the work can be for both young people and workers. This may prove emotionally demanding for workers who have significant unresolved issues from their childhood.

#### Day Two

- Brief recap on day one, with time to focus on workers feelings, any reflections on and implications of life experiences for developing independent lives.
- Address preparation for independence, which will include emotional, cognitive, practical and sexual issues.
- Information regarding The Leaving Care Act (2000) with a principle focus on roles and responsibilities and developing, working within and evaluating pathway plans.

## Calendar of Training Events – Kent

Date	Time	Venue	Course
<b>March 2011</b>			
18 <sup>th</sup> March (Fri)	9.30am-2.30pm	Kasper House, Kent	Child Exploitation and Online Protection (CEOP)
23 <sup>rd</sup> March (Wed)	9.30am-2.30pm	Kasper House, Kent	Role of the Appropriate Adult
<b>April 2011</b>			
6 <sup>th</sup> April (Wed)	9.30am-2.30pm	Kasper Training Centre	Stress Management
27 <sup>th</sup> April (Wed)	9.30am-2.30pm	Kasper Training Centre	Development of Children & Young People
<b>May 2011</b>			
4 <sup>th</sup> & 5 <sup>th</sup> May (Wed & Thurs)	9.30am-2.30pm	Kasper Training Centre	Behaviour Management, De-escalation & Restraint
25 <sup>th</sup> May (Wed)	9.30am-2.30pm	Kasper Training Centre	Drug & Alcohol Awareness
<b>June 2011</b>			
6 <sup>th</sup> June (Mon)	9.30am-2.30pm	Kasper Training Centre, Kent	Child Protection and Safeguarding Children and YP
17 <sup>th</sup> June (Fri)	9.30am-2.30pm	Kasper Training Centre	Child & Parent Assessments
28 <sup>th</sup> June (Tues)	10am - 1pm	Kasper Training Centre	Effective Communication
22 <sup>nd</sup> & 23 <sup>rd</sup> June (Wed & Thurs) INVITE ONLY	9.45am – 3pm	The Bell Inn, Minster, Ramsgate, Kent	Life Story Work and Preparation for Independence
<b>July 2011</b>			
13 <sup>th</sup> July (Wed)	9.30am-2.30pm	Kasper Training Centre	First Aid
<b>September 2011</b>			
8 <sup>th</sup> Sept (Thurs)	9.30am-2.30pm	Kasper Training Centre	Equality & Diversity
27 <sup>th</sup> Sept (Tues)	9.30am-2.30pm	Kasper Training Centre	Making Positive Beginnings
<b>October 2011</b>			
13 <sup>th</sup> Oct (Thurs)	10am – 1pm	Kasper Training Centre	Understanding your Role as a Foster Carer
21 <sup>st</sup> Oct (Fri)	9.30am-2.30pm	Kasper Training Centre	Making Positive Endings
<b>November 2011</b>			
1 <sup>st</sup> Nov (Tues)	10am – 2.30pm	Kasper Training Centre	Working with Adolescents (Session 1 - KENT)
17 <sup>th</sup> Nov (Thurs)	9.30am-2.30pm	Kasper Training Centre	Working with Young People with Sexualised Behaviour
<b>December 2011</b>			
6 <sup>th</sup> & 7 <sup>th</sup> Dec (Tues & Wed)	9.30am-2.30pm	Kasper Training Centre	Behaviour Management, De-escalation & Restraint
<b>Jan 2012</b>			
20 <sup>th</sup> Jan (Fri)	10am – 2.30pm	Kasper Training Centre	Working with Adolescents (Session 2 - KENT)
<b>Feb 2012</b>			
23 <sup>rd</sup> Feb (Thurs)	9.30am-2.30pm	Kasper Training Centre	Promoting Health & Well-being
<b>March 2012</b>			
27 <sup>th</sup> Mar (Tues)	9.30am-2.30pm	Kasper Training Centre	Working with Challenging Behaviour

## Calendar of Training Events – Bromley

Date	Time	Venue	Course
<b>March 2011</b>			
10 <sup>th</sup> March (Thurs)	9.30am-2.30pm	Devonshire House – Room 306	Child Protection and Safeguarding Children and Young People
<b>April 2011</b>			
7 <sup>th</sup> April (Thurs)	9.30am-2.30pm	Devonshire House – Room 306	Understanding Attachment
<b>May 2011</b>			
17 <sup>th</sup> May (Tues)	9.30am-2.30pm	Bromley Library – 5 <sup>th</sup> Floor Meeting Room	Equality & Diversity
<b>June 2011</b>			
15 <sup>th</sup> June (Wed)	9.30am-2.30pm	Bromley Library – Large Hall	Separation, Loss and Grief
30 <sup>th</sup> June (Thurs)	10am – 1pm	Devonshire House – Room 306	Effective Communication
22 <sup>nd</sup> & 23 <sup>rd</sup> June (Wed & Thurs) INVITE ONLY	9.45am – 3pm	The Bell Inn, Minster, Ramsgate, Kent	Life Story Work and Preparation for Independence
<b>July 2011</b>			
13 <sup>th</sup> July (Wed)	9.30am-2.30pm	Devonshire House – Room 306	Child Exploitation and Online Protection (CEOP)
<b>September 2011</b>			
15 <sup>th</sup> Sept (Thurs)	9.30am-2.30pm	Bromley Library – Large Hall	First Aid
30 <sup>th</sup> Sept (Fri)	9.30am-2.30pm	Bromley Library – 5 <sup>th</sup> Floor Meeting Room	Role of the Appropriate Adult
<b>October 2011</b>			
11 <sup>th</sup> Oct (Tues)	10am – 1pm	Bromley Library – Small Hall	Understanding your Role as a Foster Carer
20 <sup>th</sup> Oct (Thurs)	10am – 2.30pm	Bromley Library – Large Hall	Working with Adolescents (Session 1 - BROMLEY)
<b>November/December 2011</b>			
18 <sup>th</sup> Nov (Fri)	9.30am-2.30pm	Bromley Library – Large Hall	Working with Young People with Sexualised Behaviour
30 <sup>th</sup> Nov & 1 <sup>st</sup> Dec (Wed & Thurs)	9.30am-2.30pm	Devonshire House – Room 306	Behaviour Management, De-escalation & Restraint
<b>January 2012</b>			
6 <sup>th</sup> Jan (Fri)	9.30am-2.30pm	Bromley Library – 5 <sup>th</sup> Floor Meeting Room	Working with Challenging Behaviour
27 <sup>th</sup> Jan (Fri)	10am – 2.30pm	Bromley Library – 5 <sup>th</sup> Floor Meeting Room	Working with Adolescents (Session 2 - BROMLEY)
<b>February 2012</b>			
28 <sup>th</sup> Feb (Tues)	9.30am-2.30pm	Bromley Library – Small Hall	Drug & Alcohol Awareness
<b>March 2012</b>			
8 <sup>th</sup> March (Thurs)	9.30am-2.30pm	Bromley Library – Large Hall	Promoting Health and Well-being



# Booking Forms

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Induction – Working With Kasper**

*Please book me a place/places on the following date: -*

Kent - Date TBC

Bromley – Date TBC

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Induction – First Aid**

*Please book me a place/places on the following date: -*

Kent – 13.07.2011

Bromley – 15.09.2011

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Induction – Child Protection and Safeguarding Children & YP's**

*Please book me a place/places on the following date: -*

Kent – 06.06.2011

Bromley – 10.03.2011

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Induction – Behaviour Management, De-escalation & Restraint**

*Please book me a place/places on the following date: -*

Kent – 04.05.11 & 05.05.11

Bromley – 30.11.11 & 01.12.11

Kent – 06.12.11 & 07.12.11

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Induction – Development of Children & Young People**

*Please book me a place/places on the following date: -*

Kent – 27.04.2011

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Induction – Equality & Diversity**

*Please book me a place/places on the following date: -*

Kent – 08.09.2011

Bromley – 17.05.2011

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Induction – Promoting Health & Well-being**

*Please book me a place/places on the following date: -*

Kent – 23.02.2012

Bromley – 08.03.2012



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## Booking Forms

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Induction – Child Exploitation Online Protection (CEOP)**

*Please book me a place/places on the following date: -*

Kent – 18.03.2011

Bromley – 13.07.2011

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Induction – Understanding your Role as a Foster Carer**

*Please book me a place/places on the following date: -*

Kent – 13.10.2011

Bromley – 11.10.2011

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Induction – Effective Communication**

*Please book me a place/places on the following date: -*

Kent – 28.06.2011

Bromley – 30.06.2011

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Induction – Working with Challenging Behaviour**

*Please book me a place/places on the following date: -*

Kent – 27.03.2012

Bromley – 06.01.2012

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **The Role of the Appropriate Adult**

*Please book me a place/places on the following date: -*

Kent – 23.03.2011

Bromley – 30.09.2011

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Stress Management**

*Please book me a place/places on the following date: -*

Kent – 06.04.2011

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Understanding Attachment**

*Please book me a place/places on the following date: -*

Bromley – 07.04.2011



# Booking Forms

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Separation, Loss & Grief**

Please book me a place/places on the following date: -

Bromley – 15.06.2011

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Drug & Alcohol Awareness**

Please book me a place/places on the following date: -

Kent – 25.05.2011

Bromley – 28.02.2012

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Child & Parent Assessments**

Please book me a place/places on the following date: -

Kent – 17.06.2011

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Working with Adolescents**

Please book me a place/places on the following date: -

Kent; Session 1 - 01.11.2011

Bromley; Session 1 – 20.10.2011

Kent; Session 2 – 20.01.2012

Bromley; Session 2 – 27.01.2012

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Making Positive Beginnings**

Please book me a place/places on the following date: -

Kent – 27.09.2011

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Making Positive Endings**

Please book me a place/places on the following date: -

Kent – 21.10.2011

*Please note any dietary requirements on the back of this slip*

Name(s)

Course: **Working with Young People with Sexualised Behaviour**

Please book me a place/places on the following date: -

Kent – 17.11.2011

Bromley – 18.11.2011



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*Please remember to return your booking forms*

*to Kasper, either via your  
Supervising Social Worker or*

*by post to:*

*Kate Hamilton-Harris*

*Service Development & Training Manager*

*Kasper Fostering*

*79 Nelson Road*

*Whitstable*

*Kent CT5 1DX*







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