



Our Programmes:

Foster Carers & Kinship Carers



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Foster Carers & Kinship Carers: Contents



1. [Delegates Authority for Foster Carers](#)
2. [Attachment for Foster Carers/Kinship Carers](#)
3. [Domestic Abuse Training for Foster Carers](#)
4. [Life Story Work for Foster Carers/Kinship Carers & Adopters](#)
5. [Record Keeping & Communicating Effectively for Foster Carers](#)
6. [Allegations & Complaints for Foster Carers](#)
7. [Safer Caring – Minimising the Risk of Allegations for Foster Carers](#)
8. [Transitions & Ending for Foster Carers](#)
9. [Safeguarding for Foster Carers/Kinship Carers](#)
10. [If you cant find what you're looking for...](#)

Learning Outline:

Delegated Authority for Foster Carers



This one-day programme for foster carers is designed to explore the area of delegated authority and to support participants to understand the purpose, legal framework and evidence base to support delegated authority in terms of promoting the well-being and positive outcomes for looked after children and young people.

Delegated Authority allows Foster Carers to make specific day-to-day decisions for looked after children in their best interests. This to ensure that children do not miss out or have their well-being compromised as a result of delay in decision-making. Delegated decision-making will depend on the legal status of the child and may be different for children under s20 of the Children's Act- where parents have voluntarily agreed to their child being placed a retain full PR, and children on a care order where PR is shared between the LA and parents. Where possible areas of delegation are clearly agreed in advance using the LAC Reviews and processes and each area must have a delegated authority policy for carers to follow.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- Understand what is meant by 'delegated authority'
- Understand what decisions can and cannot be delegated and how this is decided.
- Understand their own roles and that of the parents/other people with PR and other key professionals.
- Understand the local policy.
- Be confident in using their delegated authority in relation to their roles.
- Know how to raise concerns and seek support if required.

Learning Outline:

Attachment for Foster Carers/Kinship Carers



Attachment issues are significant for all children who are 'looked after' as they have all experienced significant loss as a result of being removed from their primary carer and they are faced with the challenge of forming new attachments which may be short or long-term with new carers.

Children who have experienced neglect, emotional abuse, physical abuse or sexual abuse may have experienced insecure, anxious, avoidant, disorganised or reactive attachments that create difficulties for them in engaging with friends, professionals, family and new carers in a wide range of settings.

This half or full day session will be aimed at Foster Carers & kinship carers, to increase their knowledge around attachment theory and to support the children in their care by considering their attachment needs when choosing parenting & support techniques.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- Have an overview of attachment theory and an understanding of how attachment develops.
- Understand how early relationships can create internal working models and attachment styles which affect future relationships.
- Understand the impact of separation, loss, abuse and neglect on children's development and their capacity to form attachments.
- Understand the relevance of attachment theory within the role of a foster carer.
- Understand how resilience theory & attachment theory are linked and the PACE model of parenting techniques.
- Understand how attachment theory can be used to improve child-parent/carer relationship.

Learning Outline:

Domestic Abuse Training for Foster Carers



This programme gives an overview of the types of domestic abuse a child may have experienced and/or witnessed. It explores the complexities of why the victim-parent may not have left the abusive relationship and why the child may not have felt able to make a disclosure. The course explores the impact that Domestic Abuse has on parenting and what the child may have experienced from parents whilst living in a domestic abuse situation.

The course progresses to exploring the impact of abuse on the child in both the short and long-term in relation to brain development, learning & cognition, attachment & relationships and behaviour. The course will look at helping carers understand what is happening and equip them with strategies for supporting a child who has experienced domestic abuse and trauma.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- Awareness of the various forms of domestic abuse and understanding of the dynamics and the role of power and control.
- Indicators and signs of domestic abuse – responding to disclosures.
- An understanding of what abuse children may have experienced and/or witnessed and how abuse can continue through contact.
- The impact of abuse and trauma on the victim and children who experience and/or witness abuse and how parenting may have been affected.
- Factors that promote resilience, and interventions for supporting children with trauma / approaches for working with children that have experienced abuse.

Learning Outline:

Life Story Work for Foster Carers/Kinship Carers & Adopters



This one-day course will equip foster carers & kinship carers to understand the purpose of life-story work and their role for children in their care. This course emphasises the importance of Life Story Work for all children who are, or have been, looked after including children in long-term foster care, Kinship Care, Special Guardianship Orders as well as Adoption.

This course will explore how life story work done well builds a child's sense of identity, both past and present, enhances their feelings of belonging, answer questions that can cause distress and anxiety if left unanswered. This will help participants understand the importance of life story work in reducing the likelihood of placement breakdown or sabotage, by helping the child understand why they do not live with their parents and why their current carers wanted to have them in their lives as a 'forever family'.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- What life-story work is and why it matters
- Utilising the child's perspective by taking a child centred approaches to planning, including sensitivity about what is age appropriate.
- Exploring with carers, birth families and future families their role in producing, using and maintaining life-story work.
- Empowering carers to support children and young people who have experienced adverse childhood experiences (ACEs) to be part of their own life-story work as a therapeutic intervention including facilitating a child's memories and information about their childhood and care journey.



Learning Outline:

Record Keeping & Communicating Effectively for Foster Carers

The focus of this half-day course is to support foster carers to fully understand the principles that underpin good record keeping, rules of confidentiality and information sharing with professionals.

It covers a range of scenarios to help foster carers become more confident in their role and be clearer about what information to record and share with other professionals.

The course covers the mandatory regulations, best practice and can include local policies and templates.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- What legislation and best practice guides safe record keeping.
- What records to keep, what to record and standards of record keeping.
- Why, where and how to record information.
- The safe storage of records.
- The rules of confidentiality and information sharing principles and applying these.
- Communicating effectively with professionals through written records.

Learning Outline:

Allegations & Complaints for Foster Carers



This half-day course considers the complexities associated with allegations and complaints against foster carers and explores the knowledge and skills required to balance support for foster families with the questioning and analysis required of an investigation.

The course content has been developed with reference to the latest research, legislation, standards and good practice. The course is aimed at equipping both Social Workers and Foster Carers to understand the processes involved and how to manage these as successfully as possible, giving consideration to the wellbeing of the child and the foster family.

This course links to, but does not repeat the 'Safer Caring' Training. It can include local policies and procedures.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- An understanding of the regulatory framework for managing complaints and allegations about foster carers' practice / standards of care
- Be able to identify the risks and vulnerabilities in foster placements
- Be able to identify the potential impact of allegations and investigations on foster carers and know what support and information foster carers should have from the fostering service.
- Have knowledge of the process for managing allegations against foster carers.
- Will know the cycle of secondary stress and identify ways of minimising risks in foster care.

Learning Outline:

Safer Caring – Minimising the Risk of Allegations for Foster Carers



This half-day course focuses on helping foster carers develop ways to ensure positive and safe caring of children to minimise the risk of allegations against the carer.

It covers a range of scenarios to develop awareness about areas that may result in allegations. It provides practical examples of what to avoid and how to respond to situations where the foster carer may be compromised.

This course is linked to but will not duplicate the 'Managing Allegations and Complaints', the focus is on reducing the likelihood of allegations.

This course can be adapted to include local protocols.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- The reasons why a child or young person may make a false allegation.
- The legal framework / local protocols in regard to reporting allegations.
- Accessing support, information and advice following an allegation.
- The fostering services National Minimum Standards (NMS) in relation to allegations.
- Strategies that can be used in order to minimise the risk of an allegation being made against them or those in the family or extended network, including what needs to be included in their safer caring household rules.
- Risk assessment principles in the context of managing allegations and be able to complete a 'risk assessment plan' with their supervising social worker that applies to the individual child.

Learning Outline:

Transitions & Endings for Foster Carers



This half-day course focuses on building resilience in children to grow stronger and help them manage transition and endings in their life.

It explores the impact of children being exposed to painful and traumatic events at different stages in their development and childhood and how this impacts on their ability to manage transitions and endings.

It aims to provide foster carers with an improved understanding and practical tools to build resilience in children and help them make successful transitions through life stages.

The course briefly looks at how to minimise the impact of unplanned placement endings or breakdowns where possible.

This course can be updated to include local policies and processes.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- The impact of attachment patterns on the child's ability to deal effectively with transitions and endings.
- How adverse childhood experiences (ACE) can have an impact on children who experience separation and loss, and;
- How to build resilience through a range of strategies and techniques such as creating a positive 'script' around transitions and endings.
- The meaning of transitions in the lives of children and young people and the range of responses to help them build resilience to manage separations.
- The importance of planned transitions and endings to apply strategies to manage the impact on the foster child, carer and their family – including coping with unplanned endings where these cannot be avoided.

Learning Outline:

Safeguarding for Foster Carers/Kinship Carers



Understanding signs of abuse, how to respond and an awareness of preventative approaches are vital components of any professional's toolkit including foster carers.

This three-hour session is designed to raise awareness of the key elements of effective safeguarding and enable professionals to understand their roles and responsibilities in response to this.

This course specifically looks at the role of foster carers in safeguarding the children in their care including responding to allegations of past abuse, responding to any current concerns or risks which may include contact with birth families, online risks or risks in the community.

The training will outline local policies and procedures to ensure professionals can appropriately make referrals and access support where required.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- An understanding of what is meant by 'safeguarding', including child protection.
- Confidence to recognise, define and understand the impact of child abuse.
- Additional safeguarding risks to children who are 'looked after'.
- The ability to identify what to do if concerned about a child and how to respond.
- An understanding of current local procedures including the role of the safeguarding board.
- Specific responsibilities of carers.
- Self-care skills and how to seek support.



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