Foster Carer’s Training & Development Programme 2020
**WELCOME to the Herefordshire Council Foster Carer’s 2020 Training Programme.**

We have developed a comprehensive training programme this year, with a wide range of courses - from introductory to in depth courses on specialist topics. We have worked hard to bring in expertise from professionals working with vulnerable children and young people, to ensure a high quality training programme that supports Foster Carers to provide the very best care possible.

We know from feedback just how valuable these face to face training courses are to you, not only for the knowledge you gain, but also for the opportunity to meet other carers and discuss real life scenarios in a safe and supportive environment. So please take a good look through the 2020 programme, go online, or contact me, to book yourself onto your 4 x annual courses, and I’ll meet you at a course soon over a cuppa and a biscuit!

***NEW E-Learning Package in 2020***

During 2020 we will be rolling out a new online course package for foster carers, which includes mandatory training top-ups, and a broad range of other specialist subjects. Further details will be available soon.

Cath Warren  Email: catherine.warren@herefordshire.gov.uk   Tel: 01432 260341   Text: 07792 881798

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**BOOK TRAINING ONLINE..... It’s so simple!**

Visit:  [https://www.herefordshirecpd.co.uk/cpd](https://www.herefordshirecpd.co.uk/cpd)

⇒ Click on the ‘SAFEGUARDING’ section

⇒ Log on using your user id and password, or register as a new learner

⇒ Search for courses by putting the word ‘Foster’ into the keyword search

⇒ Browse courses, book places, cancel bookings – all from the comfort of home 24/7

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**E-LEARNING, APPS & USEFUL WEBSITES**

We have identified 1000’s of online courses and resources available to you to contribute to your continued professional development (CPD), and which provide information and resources on specific topics that may be relevant to the needs of your placement children and young people.

Completing these online courses will be considered elective training, and subject to providing evidence of undertaking the course, will be accepted as part of your foster caring training record.

If you know of any online training or websites that you have found helpful, we would love to receive your recommendations.

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**Tri-X Foster Carer Handbook** is available online 24/7. Visit:


◊ Reflects procedures, policies and guidance which deal with day to day practicalities foster carers face

◊ Links to Fostering National Standards and Training and Support Standards, with examples of how to put evidence into your workbooks.
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**MANDATORY TRAINING**

New Foster Carer’s must complete 3 mandatory courses & 1 elective in their first year, plus, 1 x TSD Standards workbook per fostering household. Ongoing: 4 Elective training courses per year is expected.

Mandatory Training must be renewed every 3 years by all foster carers in a household.

<table>
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<tr>
<th>Training Type</th>
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<tr>
<td>PREP Training for new foster carers</td>
<td>January 17th, 18th &amp; 20th March 27th, 28th &amp; 30th May 15th, 16th &amp; 18th July 10th, 11th &amp; 13th Sept 11th, 12th &amp; 13th</td>
<td>This PREP Training: ‘Skills to Foster’ course provides an introduction to fostering children and young people, providing an overview of the role of a foster carer, safe care, understanding behaviour and attachment theory.</td>
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<td>INDUCTION SESSIONS for newly approved foster carers</td>
<td>February 10th June 4th October 7th Sessions times 10:00-13:00 at Plough Lane</td>
<td>This training covers the policies, procedures and admin requirements of Herefordshire Council’s Foster Carers. It is essential learning for the practicalities of fostering. TSD Standards: 2: Understand your role as Foster Carer; 2.1 Fostering role &amp; 2.2 Legislation, policies &amp; procedures</td>
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<td>Paediatric First Aid</td>
<td>January 13th. February 29th (Saturday) April 22nd July 8th November 7th or 14th tbc (Saturday)</td>
<td>Provided by Karl Griffiths from Griffiths First Aid Foster Carers will gain the knowledge and practical skills to assess, identify, diagnose treat and seek appropriate medical help for a variety of possible paediatric emergencies. TSD Standards: 3: Understand health &amp; Safety, and Health Care: 3.3 Healthy Care &amp; Medication: 3.4 Personal Safety &amp; Security. 6 &amp; 6.2 Keeping Children &amp; Young People Safe From Harm</td>
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<td>Diversity</td>
<td>February 4th. 09:30am-12. Plough Lane April 23rd Evening course 6.30-9pm. Town Hall May 12th. 09:30am-12. Sept 7th. 09:30am-12 Plough Lane</td>
<td>This course is run by Harriet Yellin from Herefordshire Council's Corporate Diversity Team who explores the Law, discrimination and prejudice, how children learn to form their views on diversity, use of language and diversity in Herefordshire. TSD Standards: 1.2 Equality, inclusion and anti-discriminatory practice; 2.1 Fostering role; 2.2 Legislation, policies &amp; procedures</td>
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<td>Safeguarding</td>
<td>January 8th. March 2nd June 1st Course times: 09:30am-12:30 at Plough Lane October Evening course Date tbc</td>
<td>Safeguarding Training has been developed in-house by our Fostering Social Workers specifically for Foster Carers. The course explores different types of abuse, recognising the signs of abuse, the effects of abuse, our duty of care to children and young people and how to deal with safeguarding disclosures. TSD Standards: 3.4 Personal safety &amp; security; 4.5 Principles of keeping good records; 6: Keeping children &amp; young people safe from harm; 6.1 Legislation, policies and processes; 6.2 Keeping children safe; 6.3 Recognising and responding to abuse</td>
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The Training Programme is added to throughout the year with additional courses and workshops as they are sourced. These updates are generally sent via email to Foster Carers, and listed on CPD Online.

Please ensure we have your current email address, and update your Fostering Social Worker if it changes.

**SCB 19/116. SOLIHULL TRAINING**

(12 WEEK COURSE with a break for half term)

Counts as 2 x courses on Foster Carer’s training profiles.

This course will help carers understand more about the experience of being a carer and how children develop, and to understand children’s behaviour better. The course explores:

- Brain Development
- Parenting styles
- Behaviour difficulties
- The importance of play
- Attachment
- Sleep
- Communication
- Self-regulation, including anger
- Brain Development
- Parenting styles
- Behaviour difficulties
- The importance of play
- Attachment
- Sleep
- Communication
- Self-regulation, including anger

**SCB 19/116. SOLIHULL TRAINING**

This is a very popular course and carers need to be committed to attending the full 12 weeks to obtain a certificate.

12 x Thursday mornings from January 9th. 09:30-12:30. Plough Lane, Hereford

Ref: TSD Workbooks: Standard 1.3 Person centred approaches; 2.1 Fostering role; 4.2 Knowing about communication; 5.1 Attachment and stages of development; 5.4 Supporting play activities and learning

**SCB 20/059. ONLINE SECURITY FOR BT HOME HUB 5 USERS**

Steve Allen is providing a workshop for Foster Carers with a BT Home Hub 5, to explore security settings and options for improving online safety in the home.

Carers will be able to understand the options and familiarise themselves with how to set them so that the whole household can use the internet as safely as possible. We will also provide details of where to find information and support for online safety concerns relevant to safeguarding children and young people.

Thursday January 16th. Plough Lane. Hereford. 09:30-12:00am

Ref: TSD Workbooks: Standard 6: Keeping children & young people safe from harm

**SCB 19/136. PACE TRAINING- Playfulness, Acceptance, Curiosity and Empathy.**

PACE was developed by Dr Dan Hughes, a clinical psychologist who specialises in the treatment of children and young people who have experienced abuse and neglect. PACE is a way of thinking, feeling, communicating and behaving that aims to make a child to feel safe.

This workshop will help group members understand the ideas of being self-reflective in parenting and recognise the difference between being defensive and open and engaged. A large part will involve skills practice using narratives, discussion and written conversation.

Monday January 20th, Plough Lane, Hereford. 09:30-12:30

Ref: TSD Workbooks:
- Standard 4: Know how to communicate effectively,
- Standard 5: Understanding the development of children and young people
SCB 20/030. EXPLOITATION OF CHILDREN AND YOUNG PEOPLE & COUNTY LINES

PCSO Ali Thompson will present an up to date picture of child exploitation and 'County Lines' activities in Herefordshire.

The session will-
- Provide current information on County Lines activity in Herefordshire and the Law that applies in cases of exploitation.
- Explore the signs to watch out for to protect looked after children and young people from potential grooming and abuse.
- Explore the effects on young people who become exploited.
- Provide information on what to do if you suspect a child in your care is at risk or is being exploited.

Monday January 27th. Plough Lane. Hereford. 10:00-12:00am


SCB 20/080 THE HEALING POWER OF PLAY. Delivered by Dr Ian Burke & Hannah Robertson from HIPSS

This experiential workshop will give you the opportunity to explore your inner child and develop your understanding of therapeutic play and how it can enhance children’s sense of safety and connectedness.

Thursday January 30th. 09:15-16:00

Venue: Fownhope Pavilion, Fownhope

TSD Standards: 5: Understanding the development of children and young people. 5.4. Supporting play, activities and learning

SCB 20/060. TRAINING, SUPPORT & DEVELOPMENT (TSD) STANDARDS. WORKBOOK SUPPORT SESSION

Newly approved Foster Carers should complete their TSD Workbooks within 12 months. To support carers to record their learning and evidence for their workbooks, Louise Easton and Cath Warren will run a workshop explaining what information to include, and how to compile other evidence of achieving the required standards.

Carers will gain an understanding of what can be used as evidence for their workbooks and be given examples of how and where they can gain the necessary skills and knowledge to achieve evidence for their workbooks.

Monday February 3rd.

Plough Lane, Hereford 09:30-12:30

Bring your workbooks and an A4 ring binder
SCB 20/063. PROMOTING POSITIVE CONTACT
Charlie Dean will facilitate the course which explores contact arrangements for children in care, and how Foster Carers can promote positive contact experiences for the children they look after.

The course will explore:
The purpose of contact
The impact of contact on the child
The role of the carer in relation to contact
Different types of contact
The legal framework

Wednesday February 5th. 09:30-12:30. Plough Lane, Hereford

TSD Standards: 2: Understand your role as foster carer. 2.2 Legislation, policies and procedures 2.3 Relationships with parents and others. 4: Know how to communicate effectively 4.3 Communication with parents, families and friends

SCB 19/154. SUPPORTING CHILDREN WITH TRANSITIONS IN EDUCATION
Facilitated by Educational Psychologist Ursula Beck.

This course will aim to enable foster carers to have an understanding of the impact of transitions at school and give them practical strategies they can use to support their children moving to a new class or school

Monday February 10th. 09:30-12:30. Plough Lane, Hereford

TSD Standard 1: Understand the principles and values essential for fostering children & Young people 1.3 Person centred approaches Standard 5: Understanding the development of children & young people 5.3 Transitions 5 .5 Supporting educational potential

SCB 20/013. DRUGS AWARENESS, THE LAW & COUNTY LINES
Delivered by PSCO Ali Thompson.
The workshop will cover:
- What drugs are, and what is in use locally,
- The myths surrounding cannabis,
- Psychoactive Substances,
- The Law & County Lines

Monday February 24th. 10:00-12:00. Plough Lane, Hereford
Monday April 27th. 10:00-12:00. Plough Lane, Hereford

Ref: TSD workbooks: Standard 2: Understand Your Role as a Foster Carer 2:2 Legislation, policies & procedures, Standard 6: Keeping children and young people safe from harm 6.1 Legislation, policies & procedures, 6.2 Keeping children safe
FOSTER CARERS WELLBEING SESSIONS

Take a deep breath and come along to wellbeing sessions where there will be a focus on techniques and ideas for looking after yourselves, and exploring strategic and therapeutic approaches to looking after children in your care.

Wednesdays, 09:30-11:00

SCB 20 /085 —February 12th. Town Hall, Hereford
SCB 20/086—April 29th. Plough Lane, Hereford
SCB 20/087— September 9th. Plough Lane, Hereford
SCB 20/088 —November 11th. Plough Lane, Hereford

SCB 20/067 & SCB 20/078. FOUNDATIONS FOR ATTACHMENT PROGRAMME – (4 DAY COURSE)
Counts as 2 x courses on Foster Carer’s training profiles.

Facilitated by the team from HIPSS
Herefordshire Intensive Placement Support Service, Action for Children

The Foundations for Attachment Programme is a 4 day course for those parenting middle years children and teenagers who have relationship difficulties, especially children and young people who have experienced attachment problems, trauma, loss and/or separation early in their life. This is a Dyadic Developmental Psychology (DDP)-informed programme based on the model developed by Dan Hughes.

It is structured around three modules:

• Understanding challenges of parenting
• DDP Informed therapeutic parenting
• Looking after self

SCB 20/067. 4 x Sessions.
1. Tuesday March 3rd. 09:30-14:30
Venue: Hereford Archives & Records Centre (HARC), Rotherwas, Hereford
2. Tuesday March 11th. 09:30-14:30
Venue: Museum and Learning Resource Centre, Hereford
3. Tuesday March 18th. 09:30-14:30
Venue: Town Hall, Hereford
4. Friday March 17th. 09:30-14:30
Venue: Museum and Learning Resource Centre, Hereford

SCB 20/078. Tuesday September 22nd & 29th, October 6th & 13th
Venue: Museum Learning and Resource Centre, Hereford

Ref TSD Standards: 5: Understanding the development of children and young people. 5.1: Attachment and stages of development. 5.2: Resilience. 5.4: Supporting play, activities and learning. 5.5: Supporting educational potential. 7: Develop yourself 7.3: Using support & supervision to develop your role.
SCB 20/065 FAMILY FINDING FOR ADOPTION
Helen Mathieson and Val Hopfinger from Herefordshire Council’s Adoption Team will explain the process involved with matching children to families looking to adopt, and how to prepare Foster Carers who are looking after children moving onto adoption.

Wednesday February 26th, 09:30-12:30 Plough Lane, Hereford

Ref TSD Standards:
2: Understand your role as a foster carer 2.1 Fostering Role 2.2 Legislation, policies and procedures 2.3 Relationships with parents and others 2.4 Team working 5: Understanding the Development of children and young people. 5.1 Attachment and stages of development 5.2 Resilience 5.3 Transitions

SCB 20/070 MOTHER AND BABY FOSTERING
This course looks at the role of a foster carer in supporting new mothers in a placement, policies and procedures, and transitions. Experienced foster carer, Julie Stobart, will share her knowledge and experience with carers considering, or undertaking, mother and baby placements in the future.

At the end of the course, carers will:
Understand the role of a foster carer in supporting Mother and baby placements.
Know what the relevant policies and procedures are.
Know what great support looks like.

Wednesday March 11th. 09:30-12:30 Plough Lane, Hereford

Ref TSD Standards: 2: Understand your role as a foster carer 2.1 Fostering Role 2.2 Legislation, policies and procedures 2.3 Relationships with parents and others 2.4 Team working 5: Understanding the Development of children and young people. 5.1 Attachment and stages of development 5.2 Resilience 5.3 Transitions

SCB 20/066 MEMORY BOX WORKSHOP
Louise Easton will run a workshop on creating memory boxes for looked after children, exploring the importance of these for children in care, and what the contents might consist of.

Monday March 16th, 09:30-12:30 Plough Lane, Hereford

Ref TSD Standards:
2: Understand your role as a foster carer 2.3 Relationships with parents and others 5: Understanding the development of children and young people 5.3 Transitions
SCB 20/071. MOVING CHILDREN ONTO ADOPTION
Facilitated by Herefordshire Council Adoption Team.
This course will prepare foster carers for moving children onto adoption from foster placements, explain the practicalities of the transition from a foster placement to an adoptive family, and how carers can support a child through this process.

Monday March 23rd, 09:30-12:30 Plough Lane, Hereford

Ref TSD Standards: 2: Understand your role as a foster carer 2.1 Fostering Role 2.2 Legislation, policies and procedures 2.3 Relationships with parents and others 2.4 Team working 5: Understanding the Development of children and young people 5.1 Attachment and stages of development 5.2 Resilience 5.3 Transitions

SCB 20/072. FOETAL ALCOHOL SPECTRUM DISORDER (FASD)
Facilitated by Gemma Aldridge & Amanda Cotton
This course will highlight the features of FASD and what this might mean for a child or young person. We will look at what changes occur in the brain when alcohol has been used in pregnancy. We will discuss how FASD can present and support strategies needed.

Tuesday March 31st. 09:30-12:30 Plough Lane, Hereford

Ref. TSD Workbook standards: 5: Understanding the development of children and young people

SCB 20/108. SELF HARMING BEHAVIOURS IN YOUNG PEOPLE
Facilitated by Dr Kieron Hegarty, CAMHS Clinical Psychologist
We will explore what factors influences self-harming behaviours in young people. From a stance of understanding and compassion, we will consider the best ways to respond to young people who are self-harming, and crucially, take the time to look inward as to how we are impacted by young people’s behaviours and intense emotions.

Friday 24th April, 09:30-12:30, Plough Lane, Hereford

SCB 20/073. ALLEGATIONS TRAINING
This 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.

Thursday April 23rd, 09:30-12:30, Plough Lane, Hereford

Ref: TSD Workbooks: Standard 2.2 Legislation, policies & procedures; 2.6 Complaints and compliments; 4.5 Principles of keeping good records; 7.3 Using support & supervision to develop your role.

SCB 20/074. SAFE CARING: RISK AWARENESS/ACCIDENT PREVENTION
Lorna Saville will deliver the course which explores the practicalities of Fostering Households Safer caring Policies. We will explore managing risk and accident prevention, and the policies, procedures and recording requirements to guide foster carers on this topic.

Friday May 1st. 09:30-12:30 Plough Lane, Hereford

Ref. TSD Workbook standards: 3. Understand health and safety, and health care 6. Keeping children and young people safe
SCB 20/061. UNDERSTANDING UNIVERSAL CREDIT AND HOME POINT
Facilitated by Sarah Lewis, Partnership Support Manager for the Department for Work and Pensions and Stuart McFarlane, Housing Solutions Officer for Herefordshire Council.

Important for Supported Lodgings Providers, Carers & SGO carers of teenagers approaching, or already 16+

The course will provide a thorough introduction to both topics, the application process, Q & A opportunities and info about where to access further guidance & support.

Thursday May 7th. 09:30-12:30. Plough Lane. Hereford

Ref: TSD workbooks Standards: 3.2 Accommodation, 4.4 Communication with other organisations, 5.2 Resilience, 5.3 Transitions

SCB 20/068. RECORDINGS with Heidi Baker.
An essential course for all foster carers that explains how to produce accurate and meaningful records for children and young people in their care. Explore confidentiality, data protection, appropriate information, how recording may be used and who has access to them.

SCB 20/68 Wednesday May 13th. 09:30-12:30, Plough Lane
SCB 20/079. Wednesday November 18th, 09:30-12:30, Plough Lane

Ref TSD Workbook Standards: 1.4 Confidentiality and sharing information 2.2, 3.1 & 6.1 Legislation, policies and procedures, 2.5 Being organised 4.4 Communication with organisations, 4.5 Principles of keeping good records

SCB 20/031. ONLINE SAFETY & Sexting Delivered by PSCO Ali Thompson.
Tech savvy or an online novice? This course will enable Foster Carers to recognise some of the dangers and understand the risks associated with social media and the online world. This course compliments the mandatory safeguarding training.

Grooming & Sexting: Revised Education Act 2011: Personal security: Games – appropriate ages etc: Social media & Managing your child’s internet access

Monday May 18th. 10:00-12:00. Plough Lane, Hereford

Ref: TSD Workbooks: Standard 3.4 Personal safety & security; 6: Keeping children & young people safe from harm; 6.1 Legislation, policies and processes; 6.2 Keeping children safe; 6.3 Recognising and responding to abuse

SCB 20/096. SUPPORTING YOUNG PEOPLE EXPLORING GENDER IDENTITY & LGBTQ
Delivered by Ali Wells. The course will provide information about gender identity and sexual identity - LGBTQ - explaining the different terms, what carers can do to support young people and the support and information available to carers and young people in Herefordshire.

June 8th. 09:30-12:30. Plough Lane, Hereford

Ref: TSD Workbooks:
Standard 1.2: Equality, Inclusion & anti-discriminatory practice 1.3 Person centred approaches 5: Promoting positive health and sexuality
SCB 20/094. BULLYING & CYBER-BULLYING
Cath Warren will explore what bullying is and how it effects children and young people. The course will identify why bullying occurs and what carers can do to support a child who is being bullied. We also look at how to support children and young people who bully others, and policies and procedures regarding bullying.

**Wednesday June 10th. 09:30-12:30. Plough Lane, Hereford**

Ref: TSD Standards: 6: Keeping children & young people safe from harm; 6.1 Legislation, policies and processes; 6.2 Keeping children safe; 6.3 Recognising and responding to abuse

HPL 20/075. DATA PROTECTION
Anthony Sawyer- Information Governance Principle Officer Herefordshire Council will run through the legal requirements of data protection and good practice for foster carers. Foster Carers will learn the current legislation for data protection and how to apply this as carers of LAC.

**June 13th, 12:30-14:30, Plough Lane, Hereford**

Ref: TSD Workbooks: 1.4: Confidentiality & sharing information; 2: Understand your role as a foster carer; 2.2 Legislation, policies & procedures; 4: Know how to communicate effectively; 4.5 Principles of keeping good records

HPL 20/093. PREPARATION FOR INDEPENDENCE
Anthony Locke & Cath Warren will explore how to support looked after young people for the transition from foster care to independent living. This course is ideal for carers of pre-teens and teenagers.

**Monday June 22nd, 09:30-12:30, Plough Lane, Hereford**

Ref: TSD Workbooks: 1.3 Person centred approaches 5.2 Resilience, 5.3 Transitions 5.7 Promoting positive health and sexuality, 6.2 Keeping children safe 6.4 Working with other agencies

HPL 20/095. TALKING SEX AND RELATIONSHIPS WITH YOUNG PEOPLE
Sarah Melia from West Mercia Rape and Sexual Abuse Support Centre will deliver an informative awareness raising session outlining the services they provide to Children and Young People in Herefordshire.

**Part 1: Skills Development Session**
Using activities from the Sexual Violence Prevention Programme (SELFIE), explore age appropriate discussion with children and young people relating to relationships and sex. This includes: Understanding what consent is, how to give it and how to get it & recognising what you might feel in your body or think in your head if you were uncomfortable in a situation.

**Part 2 : Information Session** about the range of support services WMRSASC offer across Herefordshire.

**Monday June 29th 09:30-12:30, Plough Lane, Hereford**
HPL 20/089. UNDERSTANDING THE TEENAGE BRAIN
with Amanda Cotton, Educational Psychologist
This course looks at the development of the teenage brain from adolescence (around age 10) to adulthood (around age 25). This course will explain the changes that happen to the brain and why behaviours can be challenging during this time. The effect of attachment difficulties and early trauma will be considered. Strategies for school and home will also be discussed.

Tuesday June 30th, 09:30-12:30, Plough Lane, Hereford

HPL 20/091. WHEN A CHILD GOES MISSING
Sarra Thorne will deliver a course on what to do when a looked after child goes missing and explain the law and the policies and procedures that apply. You will explore a therapeutic approach to working with children that go missing and what to do when a child returns to placement.

Wednesday July 1st, 09:30-12:30, Plough Lane, Hereford

HPL 20/092. 16+ SERVICES, STAYING PUT, SUPPORTED LODGINGS AND MOVING ON
Facilitated by Anthony Locke
An essential course for carers of teenagers, who want to understand the options and services available for looked after young people as they approach independence.

Monday July 6th, 09:30-12:30, Plough Lane, Hereford

Ref: TSD Workbooks: Standard 3.2 Accommodation
5: Understanding the development of children and young people; 5.1 Attachment and stages of development 5.2 Resilience 5.3 Transitions

Please note: There is no face to face training during the summer

HPL 20/078. DOMESTIC ABUSE & THE EFFECT ON LOOKED AFTER CHILDREN with Lorna Saville
This course will look at the theories of domestic abuse and the way such experiences can affect children and their behaviour and needs.

Thursday September 17th, 09:30-12:30, Plough Lane, Hereford

Ref: TSD Workbooks Standard 5: Understanding the development of children and young people; 6.3 Recognising and responding to abuse; 7: Develop yourself
SCB 20/105. AN INTRODUCTION TO SPECIAL EDUCATIONAL NEEDS (SEN)
Delivered by Ursula Beck, Educational Psychologist
This course give foster carers an introduction to understanding the most common types of Special Educational Needs including ADHD, Autism, Specific literacy difficulties, dyspraxia and general learning difficulties.

Friday September 25th. 09:30-12:30, Plough Lane. Hereford
Ref: TSD workbooks Standard 5 Understanding the development of children and young people 5.5 Supporting educational potential 5.8 Supporting disabled children and children with special educational needs

SCB 20/118. FOSTER CARERS FINANCES AND MEMBERSHIP BENEFITS WORKSHOP
Delivered by Amy Wilson from the Fostering Network
The session will cover Income Tax and National Insurance for Foster Carers, calculating your own tax threshold, and understanding National Insurance contributions and self assessment tax returns.  Friday September 25th. 1.00 - 2:30pm, Plough Lane. Hereford

SCB 20/102. MANAGING CHALLENGING BEHAVIOUR– DE-ESCALATION & EMOTION COACHING
Delivered by Amanda Cotton, Educational Psychologist
This course will look at challenging behaviour and why it occurs. We will consider how a child’s social and emotional development impacts on their behaviour, as well as environmental and background factors. Strategies for de-escalating conflicts and managing behaviour, including the use of emotion coaching, will be discussed.

Wednesday September 30th. 10:00-12:00, Plough Lane. Hereford
Ref: TSD workbooks Standard 1.3 Person centred approaches; 4.1 Encourage communication; 4.2 Knowing about communication; 5.1 Attachment and stages of development; 5.2 Resilience

SCB 20/062. FOSTER CARE WITH GYPSIES & TRAVELLER CHILDREN
This course can be taken as a refresher if mandatory diversity training has been attended previously.
Delivered by Ben Straker, Manager of Specialist Services for Herefordshire Council, we discuss Traveller family history within Herefordshire and why it is so important to the background of any Looked After Child within your care, how you can appreciate this link, and why it matters.
This course is open to any carer so you do not need to have a current Gypsy /Traveller placement.

Tuesday October 6th, 09:30-12:30. Plough Lane, Hereford
Ref: TSD Workbooks: Standard 1.2 Equality, inclusion and anti-discriminatory practice; 1.3 Person centred approaches; 2.3 Relationships with parents and others.
SCB 20/107. STAYING SAFE—PROTECTIVE BEHAVIOURS FOR CHILDREN AND YOUNG PEOPLE

with Hilary Jones. Virtual School Headteacher

Protective Behaviours provides a framework for personal safety, self-esteem, resilience and confidence building. This session will help carers to approach personal safety with children and young people and give them some practical strategies to help keep themselves safe. Relevant to all ages of children & young people

Friday October 9th. 09:30-12:30, Plough Lane. Hereford

SCB 20/103. THE IMPORTANCE OF LANGUAGE/ YOUR VOICE MATTERS

Debz Barnett from the Participation Team, and young people from Your Voice Matters

This workshop will explore the words and acronyms that are used around young people in care, and how these impact on them. Young people will take part in the session, so you can hear first hand what they suggest foster carers can do to reduce the negative impact of using words and phrases they feel uncomfortable with.

Tuesday October 13th, 09:30-12:30, Plough Lane, Hereford

Ref: TSD Workbooks: Standard 4: Know how to communicate effectively, 4.2 Knowing about communication 4.3 Communication with parents, families and friends 4.4 Communication with organisations

20/082. UNDERSTANDING HATE CRIME & KNIFE CRIME    Delivered by PSCO Ali Thompson.

Explore how hate crime and knife crime is relevant to LAC children and young people, and gain a full understanding of it’s impact, and how we can support children and young people to keep them safe.

- What is ‘Hate Crime’ & Knife Crime
- How it affects people
- The law & Who can report it and how
- A Herefordshire perspective

Wednesday October 21st. 10:00-12:00 Plough Lane, Hereford

Ref: TSD Workbooks: Standard 3.4 Personal safety & security; 6: Keeping children & young people safe from harm; 6.1 Legislation, policies and processes; 6.2 Keeping children safe; 6.3 Recognising and responding to abuse.

SCB 20/104. ALL ABOUT GOING TO COURT & LEGAL MATTERS IN FOSTERING

An introduction to Public Law Outline (PLO), Court Process, Legal Orders and what they mean, as well as their implications for Foster Carers. This course will support and prepare Foster Carers in giving evidence in court if needed.

November 2nd, 09:30-12:30, Plough Lane, Hereford

Ref: TSD Workbooks: Standards 2.2 Legislation, policies & procedures; 4.4 Communication with organisations; 7.4 Meeting learning needs as part of CPD
SCB 20/090  PROMOTING EFFECTIVE COMMUNICATION WITH CHILDREN  
Facilitated by Ursula Beck

This course will aim to help foster carers develop effective communication with their children including avoiding confrontation, and using the PACE approach. They will also gain an understanding of strategies to support communication with children with learning difficulties such as using objects of reference and visual timetables.

Wednesday November 4th,  
09:30-12:30. Plough Lane, Hereford

Ref: TSD workbooks: Standard 4: Know how to communicate effectively; 4.1 Encourage communication; 4.2 knowing about communication

SCB 20/098. CHRISTMAS CRAFT IDEAS FOR CHILDREN AGED 8+  

Join us for a crafty session to inspire and skill you to make some fun, seasonal gifts and decorations with children and young people in your care. Explore the benefits of using arts and crafts as a tool for communication and learning, and some top tips for successful creative sessions.

Wednesday November 25th,  
09:30-12:00, Plough Lane, Hereford

Ref: TSD Workbooks: Standard 4.1; Encourage communication; 5.4 Supporting play, activities & learning; 5.8 supporting disabled children & children with special educational needs.

SCB 20/099. SUPPORTING PRIMARY AGED CHILDREN WITH LITERACY with Ursula Beck

Good literacy skills are a key predictor for success in school and later life. This course will aim to give foster carers an understanding of practical ways they can support children with their reading, writing and spelling. You will try a range of fun practical activities which you can then use with the children you care for.

1st December. 09:30-12:30.  
Plough Lane, Hereford

Ref: TSD workbooks: Standard 5. Understanding the development of children and young people 5.4 Supporting play, activities and learning, 5.5 Supporting educational potential
HIPSS Foster Carer Clinics

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Intensive support from the specialist team for carers of children and young people with complex needs and behaviours. Please book through your Fostering Social Worker.

If you would like to see HIPSS more urgently then please ring and they will try and fit you in. 01432 278064

KINSHIP CARERS MONTHLY SUPPORT GROUP WORKSHOPS

Tues 14th Jan, Tues 11th Feb, Tues 10th Mar, Tues 21st Apr
At the Museum and Learning Centre 9:30am – 11am.
58 Friars Street, Hereford, Herefordshire, HR4 0AS
Join other carers to discuss some of the common issues and struggles that kinship carers are facing. Each session will include a focus on techniques and ideas for looking after yourselves, and strategies and therapeutic approaches to looking after children and young people in your care.

SPECIAL GUARDIANS (SGO’S) SUPPORT GROUP
10th January, 5th February, 9th March
at the Museum & Learning Resource Centre. 9:30am-11am.

FOSTER CARERS Reps & NEWSLETTER
A monthly newsletter is produced by your Foster Carers Reps featuring events, useful resources and information for carers. The group welcome new members, and would like to receive your articles, information and recommendations for useful resources, places, websites etc, for the newsletter.

Your 2020 Fostering Reps are:
Sarah Schramm, Virginia Tilby (SLP), Colin Barry HIPSS and Sarah Wixey
Chris Barrett can help you access the WhatsApp group
Send your info to: fosteringandadoptionbusinesssupport@herefordshire.gov.uk
SUPPORTED LODGINGS SUPPORT GROUPS

An open group for approved SLP providers to meet each other and discuss matters, bring questions and share ideas and good practice over a cuppa. (BYO biscuits/snacks!) Facilitated by Rachael Locke. No need to book—just turn up

- **24th January, 10-12**—Bromyard Room, Plough Lane
- **25th March, 10-12**—Kington Room, Plough Lane
- **4th May, 10-12**—Kington Room, Plough Lane
- **15th July, 10-12**—Kington Room, Plough Lane
- **15th September, 10-12**—Kington Room, Plough Lane
- **19th November, 10-12**—Kington Room, Plough Lane

As approved Foster Carers for Herefordshire Council, you have membership of The Fostering Network.

**Member benefits:**

**Helplines:** Monday to Friday.

Members of The Fostering Network have access to member helplines for advice and guidance on all aspects of fostering. Such as: approval assessment, income tax and finance, practice guidance, contact visits, allegations.

**Legal helpline - UK**

Foster carer members of The Fostering Network can access our 24-hour legal helpline for expert advice on allegations and help with any legal queries on the new 24-hour legal helpline number which is 01384 885734.

**Stress counselling helpline - UK**

A completely confidential stress counselling service on 0345 074 2799.

*Please ask to be put through to the stress helpline*

**Legal protection insurance**

All foster carers members are automatically covered by their legal protection scheme.

- Attendance by a qualified and experienced solicitor should you, or any of your household, have to attend a police interview under caution as a result of an allegation.
- Cover for up to £150,000 legal expenses if a criminal prosecution or civil proceeding is brought against you or any of your household as a result of an allegation.

This also includes cover for staying put and supported lodgings providers (for foster carers and former foster carers) who look after a young person up to the age of 25.

Download their guide to [Legal Protection Insurance](#) and access the legal helpline on 0345 013 5004.

**Online community**

Your membership will entitle you with full access to our online community which provides you with support, advice and the chance to discuss your experiences.

**Events**

As a member, you will be invited to annual roadshows which offer practical workshops, presentations and information on key topics, as well as giving you an opportunity to network with others who really care about fostering.

**Discounts on publications and training**

**Exclusive discounts**

- home insurance specifically for foster carers.
- specialist mortgage advice and a discounted arrangement fee of £150 for a completed mortgage.
- Up to 52 per cent off days out for the family
- 10 per cent off holidays and short breaks - with Haven, Hoseasons and cottages.com

**Magazine**

Foster Care magazine 4 times a year, which is full of in depth articles on current hot topics in fostering, as well as inspirational carer profiles, book reviews and foster family stories. You will also receive a monthly e-newsletter with information on everything that’s happening in fostering.

**Long-service recognition**
*FREE online courses

For parents, grandparents, carers, foster parents, family members and friends, and is particularly useful for less experienced carers and young parents or parents to be.

The courses aim to help you support a child from pregnancy until the age of 18.

- Understanding pregnancy, labour, birth and your baby
- Understanding your baby
- Understanding your child

All courses have been written and approved by health professionals.

To access the FREE online courses:

⇒ Visit: www.inourplace.co.uk
⇒ Register your details
⇒ Enter the Access Code: APPLEHERE
⇒ For technical support email: solihull.approach-parenting@heartofengland.nhs.uk
⇒ Or call: 0121 296 4448 (Mon – Fri 9am – 5pm)

*All courses are fully funded by Herefordshire Council and are free to Herefordshire residents
Learn My Way is a website of free online courses for beginners, helping you to develop digital skills to make the most of the online world. It's also got courses and resources to help inspire others in your community to use the internet and help them improve their digital skills - including a 'How to be a Digital Champion' course.

Fastershire run courses in libraries throughout the County on various aspects of using technology, including internet beginners, using smart phones, cyber security. Visit their website for details on courses near you.

There are a whole host of downloadable PDF training guides for beginners, such as:

- Understanding your computer
- Using your computer
- Using your computer for photos
- Getting online and finding info online
- Staying safe online
- Protecting your computer

The Big Initiative, provides free preventative online courses for young people aged eight and upwards on subjects such as gangs, knife crime, self-harm, social media and bullying and life skills.

Courses are designed by experts and reviewed by young people. They empower young people to make better choices in life, in addition to enabling young people to pass on their new knowledge to their inner circle.

Young people can directly register to access these free resources

https://www.thefostercaretraininghub.co.uk/young-people-sign-up

There is also free specialist training for adults that work with young people, in addition to free adult well-being training to help look after their mental health.

The Big Initiative official website will be ready early 2020.
The Fostering Network has partnered with Disability Matters to put together a free online learning resource. The Disability Matters for Foster Carers learning package comprises eight courses focused on issues relevant to foster carers of children and young people with disabilities:

https://www.disabilitymatters.org.uk/Catalogue/TileView
https://www.disabilitymatters.org.uk/Component/Details/472364

Got a lot of questions about tax and National Insurance?
If so, this HMRC e-learning course is for you.

Sexelearning - a Website containing an eLearning Programme for professionals new to the area of Sexual Health Promotion. The programme is available for use by professionals across Northern Ireland, but we welcome any interested professionals from other areas.
http://www.sexelearning.hscni.net/

https://www.futurelearn.com/courses
(Courses start at various times and are subject to change and availability)
Register for free to access online training courses on a wide range of subjects, including:

Caring for Vulnerable Children
Develop an understanding of some of the approaches involved in caring for vulnerable children:
https://www.futurelearn.com/courses/vulnerable-children

Communicating Effectively with Vulnerable Children and Young People
Discover tools and techniques to engage effectively with vulnerable children and young people.
- Reasons why a child or young person may become vulnerable
- Age-appropriate activities and techniques from the pre-verbal to adolescent stages
- Innovative ways of facilitating communication
- Challenges and barriers to effective communication with vulnerable children and young people
- Levels of vulnerability experienced by a child or young person, including areas of safeguarding
https://www.futurelearn.com/courses/communicating-with-vulnerable-children

Understanding Drugs and Addiction
How do addictions develop? How are they best treated and prevented? Explore these key questions.
https://www.futurelearn.com/courses/understanding-drugs-and-addiction

Managing Challenging Behaviour of Young People
On the course, we’ll use the latest research to investigate the causes of challenging behaviour and look at strategies, helping you build a toolkit to modify behaviour.
https://www.futurelearn.com/courses/challenging-behaviour

Defining Mental Health: A Short Introduction
Explore how we define and diagnose mental health problems in society today, and prepare to study mental health further.
https://www.futurelearn.com/courses/defining-mental-health
Understanding Diversity and Inclusion
Develop your attitudes, skills and knowledge of cultural diversity so you’re able to create inclusive environments.
- Phases of diversity dexterity
- Attitudes, skills, and knowledge supporting diversity
- Unconscious biases
- Ethnocentric and ethno-relative mindsets
https://www.futurelearn.com/courses/diversity-inclusion-awareness

Learn how to support students who have experienced complex trauma
Complex trauma affects the physical, emotional and social development of children and adolescents. In this course, you’ll get an introduction to what complex trauma is and how it affects young people’s development at school.
- Attachment and trauma theories
- The neuroscience behind the behaviours
- The impact on those who support students who have experienced complex trauma
- Strategies for minimising the risk to students in classrooms and schools
https://www.futurelearn.com/courses/teaching-students-trauma

Understanding Anxiety, Depression and CBT
Improve your understanding of depression and anxiety and find out more about an effective and evidence-based treatment. This five week course will improve your understanding and knowledge around depression and anxiety, dispel some common myths about these disorders, and introduce you to a leading, effective treatment for both disorders, called Cognitive Behavioural Therapy (or ‘CBT’ for short).
https://www.futurelearn.com/courses/anxiety-depression-and-cbt

Supporting Adolescent Learners: Social and Emotional Wellbeing
Learn to support adolescent learners with their social and emotional wellbeing through a variety of approaches. On this course, you’ll investigate the social, emotional, intellectual, and physical development of young people, explore the uses of neuroscience in education and help youths embrace lifelong learning.
https://www.futurelearn.com/courses/supporting-adolescent-learners

Mindfulness for Wellbeing and Peak Performance
Learn mindfulness techniques to reduce stress and improve your wellbeing and work/study. Stressed by the pace of modern life? Mindfulness might be the answer.

Understanding Autism
Understand more about autism, including diagnosis, the autistic spectrum and life with autism.
- What is autism… and does it exist?
- Social communication skills
- Sensory sensitivities and repetitive behaviours
- Co-occurring conditions
- Strengths and difficulties of people on the autism spectrum
https://www.futurelearn.com/courses/autism

The University of Derby also offer a free online course:

Understanding Autism, Asperger’s and ADHD
In this course you will consider the often fine-lines between autism, Asperger’s and the subtypes of ADHD, as well as explore your own perceptions and assumptions of autism and ADHD along with commonly-held assumptions of classification and assessment. (6 Units, 3 hours of study per unit)
https://www.derby.ac.uk/online/mooc/understanding-autism-aspergers-adhd
https://www.e-lfh.org.uk/programmes/minded/

MindEd provide accessible and engaging e-learning on emotional and behavioural ‘first aid’ and therapeutic skills for people involved in the mental health and well being of children and young people aged 0-18 years.

Courses include:
- Digital Media and Young People
- MindEd for Families-includes school refusal support and working with schools
- Bullying and what to do
- Building Confidence and Resilience

OpenLearn: Free e-learning from the Open University
https://www.open.edu/openlearn/

The Open University provide over 1000 free courses, interactives and videos on a wide range of subjects, including health, psychology, education and development. Signing up enables you to build up a learning profile and record of achievement.

Examples include: Young People’s Wellbeing, Attachment in the Early Years, Play, Learning and the Brain, Understanding Depression & Anxiety, Exploring Children’s Learning, Understanding Autism.

Free Online Positive Behavioural Support Awareness Course
http://www.bild.org.uk/capbs/pbs-awareness-course/

This course forms part of the Department of Health's Positive and Safe Programme and is about the organisational culture needed to put the Positive and Proactive Care guidance into practice. It was developed by Prof Kathy Lowe and Dr Edwin Jones of the Abertawe Bro Morgannwg University Health Board and was commissioned by the Department of Health

Positive Behavioural Support:
- Legislation, regulations and recommendations
- Person centred planning
- Challenging behaviour & functions of behaviour
- The ABC model and influencing behaviour
- De-escalation
- Threat analysis & risk assessment
- Promotion of least restrictive practice
- Primary, secondary and reactive strategies
- Interventions

Relevant breakaway and support techniques:
- Posture, position and stance, moving safe-side
- Safe releases from wrist and clothing grabs, strangulations, hair pulls, bites and kicks
- Guided walking
- Low level support holds
INTERNET SAFETY

Cyber crime and fraud prevention advice

Warwickshire Police and West Mercia Police have launched the #Be Cyber Smart campaign to raise awareness of internet-related crime and to give people the knowledge they need to stay safe online.

https://www.westmercia.police.uk/becybersmart2

- Cyberbullying and online harassment, and get help
- Teenage use of social media and 'sexting' activities - that is sending or sharing explicit or naked pictures of themselves to others.

Talking to your child is one of the best ways to keep them safe online.

By understanding the risks and keeping yourself up-to-date on the latest technology, websites and social networks you can help your child enjoy the internet safely and securely.

https://www.thinkuknow.co.uk

is an excellent resource with age-appropriate pages for young people and adults to learn about online safety

Help protect your children online

- Keep computers and games consoles in family rooms where you can monitor activity, also make sure the games your child plays online are age appropriate.
- Install parental control software or activate parental controls through your Internet to prevent access to inappropriate content.
- 'friend' or 'follow' your child on social networking sites, so you can see how they are using them.
- Check they are old enough to join any websites or social networks with age restrictions.
- Advise your child not to post personal information or any images they wouldn't want everyone to see.
- Avoid using webcams unless talking to close friends or family and consider covering it when not in use.
- Monitor their usage and be watchful for any secretive behaviour.
- Encourage your child to be open about what they do online and who they talk to.

Beat have an online training portal with two excellent courses about eating disorders:

**INTRODUCTION TO EATING DISORDERS**

And

**TRANSITIONS**

This training aims to increase awareness and knowledge of the transitions experienced by young people (people aged 12 to 25) affected by an eating disorder.

For friendly, confidential drugs advice, talk to FRANK.

The FRANK service is free, and operated by fully trained advisers. In particular FRANK aims to give young people the skills and confidence needed to reject drugs and offer parents the information they need to bring up the topic with their children.

Call FRANK 24 hours a day, 7 days a week. Phone 0300 123 6600

For people with hearing impairments, you can Textphone FRANK on 0300 123 1099.

Chat Text 82111

Not sure what young people are talking about? Look up Drugs AZ

- Cannabis
- Crack cocaine
- MDMA
- Alcohol
- LSD
- Ketamine

Honest and useful advice for parents and guardians. Particularly helpful guidance on how to talk to your children and young people about drugs, warning signs to look out for if you think your child or young person is using drugs, and where to access further help and support locally.

YouTube is also a great source of videos with information on many of the topics we come across when caring for children and young people. Eg: Autism Awareness, disability, bullying, mental health.

Animated Explanation of Autism: https://www.youtube.com/watch?v=6fy7gUlIp8Ms
Gender Identity Support & Information

Mermaids is passionate about supporting children, young people, and their families to achieve a happier life in the face of great adversity. They work to raise awareness about gender nonconformity in children and young people amongst professionals and the general public. They campaign for the recognition of gender dysphoria in young people and call for improvements in professional services.

Mermaids supports children and young people up to 20 years old who are transgender and/or gender diverse, and their families, and professionals involved in their care. They have many downloadable information sheets, useful video’s, e-learning modules and contact details for organisations providing support in various locations.

https://mermaidsuk.org.uk

MERMAIDS HELPLINE: 0808 801 0400

Open Monday - Friday; 9am - 9pm (Bank Holiday opening times may vary)

If your call is not answered, you can either leave a message and we can call you back or you can email us at Info@mermaidsuk.org.uk.

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Child Exploitation & Grooming

Keeping Them Safe: online learning for Parents & Carers is a free package for parents and carers that explains how to identify the signs of CSE and protect children. This course has been designed by Parents Against Child Sexual Exploitation (PACE) and has been accessed by more than 29,000 parents and professionals (as of March 2016). Access the course on their website at paceuk.info/about-cse/keep-them-safe/

Although the course is aimed at parents, practitioners and volunteers will also find this 20-30 minute online learning session a valuable source of information to:

- find out more about child sexual exploitation
- learn the signs and indicators of when a child might be being exploited
- understand the impact child sexual exploitation can have on families
- know what to do if you suspect a child might be at risk of this abuse.
Lots of useful information, website links, and an interactive advice and information area for Family and Friends Carers (also known as kinship carers). Includes information on education and LAC, becoming a kinship carer, downloadable advice and information sheets on legal aspects of kinship fostering, Children’s Services, advocacy, etc.

Freephone: 0808 801 0366

The National Institute for Health and Care Excellence (NICE) provides national guidance and advice to improve health and social care.

NICE guidelines make evidence-based recommendations on a wide range of topics, from preventing and managing specific conditions, improving health and managing medicines in different settings, to providing social care to adults and children, and planning broader services and interventions to improve the health of communities. These aim to promote integrated care where appropriate, for example, by covering transitions between children’s and adult services and between health and social care.

NHS Apps Library https://apps.beta.nhs.uk/
The NHS suggest a number of apps—most free to download—on a range of health and lifestyle topics, including managing stress and anxiety, healthy food choices, increasing exercise, quitting smoking, etc. Some are particularly suitable for children and young people.

First Aid

Baby and Child First Aid

The British Red Cross Baby and Child First Aid app provides simple, easy-to-learn skills to help a baby or child in a first aid emergency.

https://www.redcross.org.uk/first-aid/first-aid-apps

Bluelce app: An app for young people who are self-harming.

Bluelce is a prescribed evidence-based app to help young people manage their emotions and to reduce urges to self-harm. It is intended to be used alongside traditional face to face mental health services.

It includes a mood diary, toolbox of evidence based techniques to reduce distress and automatic routing to emergency numbers if urges to harm continue. The mood lifter contains a personalised toolbox of techniques based on Behavioural Activation, Cognitive Behavioural Therapy, Dialectical Behavioural Therapy and Mindfulness.

Bluelce was developed by Paul Stallard from Oxford Health NHS Foundation Trust and co–produced by young people with lived experience of self-harm. Available for iOS and Android.
Peer to Peer Training

If you have particular expertise, skills and knowledge that you could share with other Foster Carers in a training session or workshop, please get in touch.

Peer Support & Mentoring

We have a number of experienced Foster Carers who have kindly offered to support other Foster Carers with particular activities or placements. These include help with creating Personal Profiles, Online Safety for BT Hub Home 5 users, mentoring new Foster Carers and supporting Mother & Baby placements. If you could add to this peer support network, please contact us.

Thank you for all the amazing work you do.

Cath Warren
January 2020