

i. The Learning & Development Programme, including Therapeutic Pathway

Therapeutic Pathway	
<p>Pre-approval Introduction <i>To be completed as part of Skills to Foster</i></p>	<ul style="list-style-type: none"> • Introduction to reflective practice (video presentation and discussion) • Fostering therapeutic relationships – overview of core initial training pathway and introduction to key concepts • Read “Therapeutic Parenting in a Nutshell” (Sarah Naish) and/or “Parenting a Child with Emotional and Behavioural Difficulties” (Dan Hughes) and discuss <p style="color: red; font-weight: bold;">This stage is mandatory for all applicants to foster.</p>
<p>Stage 1a <i>(Mandatory modules)</i> <i>To be completed as part of ‘Core Grade’ training requirements (unless evidenced by prior learning or experience)</i></p>	<p>Fostering Therapeutic Relationships</p> <ul style="list-style-type: none"> • Module 1 – Reflective Practice • Module 2 - Communication • Module 3 – Self-Evaluation <p>The Carers’ Toolbox Programme</p> <ul style="list-style-type: none"> • Module 1 – Foundation: Trauma • Module 2 – Foundation: Empathy <ul style="list-style-type: none"> • This stage is mandatory for all main foster parents, who are expected to attend the face-to-face training sessions. • This stage is also mandatory for secondary foster parents approved after 1 Sept 2022, and recommended for all other secondary foster parents. Online training options will be available for secondary foster parents who cannot attend face-to-face training. • Completion of these courses is part of the requirement for progression to Main Grade. • Foster parents who have achieved a university-accredited Certificate in Therapeutic Fostering may be able to evidence APL (accreditation of prior learning), to be agreed by their manager.
<p>Stage 1b <i>(Additional Knowledge modules)</i> <i>To be completed as part of ‘Main Grade’ training</i></p>	<p>The Carers’ Toolbox Programme continued</p> <ul style="list-style-type: none"> • Module 3 – Attachment-needing • Module 4 – Dissociation • Module 5 – The Red Mist – anger

<p><i>requirements (unless evidenced by prior learning or experience).</i></p>	<ul style="list-style-type: none"> • Module 6 – Control • Module 7 –Difficult sibling relationships • Module 8 – High-energy child: hyperactivity • Module 9 – Lying and allegations • Module 10 – Sexualised behavior • Module 11 – Self-harm • Module 12 – Turbulent teenage years • Module 13 – Consolidation workshop <ul style="list-style-type: none"> • When foster parents have completed all Stage 1 courses, they will receive a certificate from City & Guilds in addition to ISP’s training certificates. • To progress to senior grade, main foster parents must complete all Stage 1 courses. • Stage 1b courses are recommended for secondary foster parents, particularly where they are relevant to the care of specific children and young people in the home. • Foster parents who have achieved a university-accredited Certificate in Therapeutic Fostering may be able to evidence APL (accreditation of prior learning), to be agreed by their manager.
<p>Stage 2 <i>Application and integration</i> <i>To be completed as part of ‘Senior Grade’ training requirements</i></p>	<p>There are 5 aspects to Stage 3</p> <ul style="list-style-type: none"> • Attachment Play workshop 1 – Play and You • Attachment Play workshop 2 – Attachment Play • Attachment Play workshop 3 – Play in Practice • Case Study Discussion Groups • Mentoring/’Giving Back’ <ul style="list-style-type: none"> • To maintain Senior Grade status, foster parents are expected to continue their training and complete the Stage 2 training and development. • When foster parents have completed Stage 2, they will receive a certificate from City & Guilds in addition to ISP’s training certificates.

ISP Learning & Development Programme, including Therapeutic Pathway

Pre-approval training (*Skills to Foster*)

Face-to-Face or virtual

Core elements	Therapeutic pathway Pre-Approval (Introduction)
<ul style="list-style-type: none">• Safeguarding• Equality, Diversity & Inclusion• The law• Education	<ul style="list-style-type: none">• Introduction to reflective practice (video presentation and discussion)• Fostering therapeutic relationships – overview of core initial training pathway and introduction to key concepts• Read and discuss “Therapeutic Parenting in a Nutshell” (Sarah Naish) and/or “Parenting a Child with Emotional and Behavioural Difficulties” (Dan Hughes)

Pre-Panel training

Online

- Safeguarding Level 1 (available and encouraged for other adults in the foster home)
- CSE Level 1
- ‘Prevent’

Mandatory Courses (mandatory for all approved foster parents)	
To be completed within the first year of fostering	
	Refresher cycle/notes
Equality, Diversity & Inclusion	Complete once, then choose an additional course annually from the 'EDI' catalogue of courses as a refresher
Behaviour Management (PRICE)	Refreshed 3 yearly
Safer Care & Allegations	Refreshed 3 yearly
Safeguarding <i>N.B. Also mandatory for FFMRC</i>	Introductory session ALL on approval Then choose an additional course annually from the 'safeguarding' catalogue of courses as a refresher
Health & Safety	One-off or refresh as directed by SSW
First Aid	Refreshed 3 yearly Anyone brand new to complete the F2F offer, then refresher can be supported online
Medication in the Foster Home	One off or refresh as directed by SSW
Recording and Reporting	One off or refresh as directed by SSW
Safeguarding Adults - Mandatory for Parent & Child/Staying Put placements (ordinarily Main Grade or above)	One off or refresh as directed by SSW
Parent & Child Placements - Mandatory for Parent & Child placements (ordinarily Main Grade or above)	None
The Positive Role for Men who Foster - Mandatory for male foster parents at Main Grade (or earlier)	None

Core Training <i>Mandatory courses and Therapeutic Pathway Stage 1a (mandatory modules) to be completed to move to Main Grade.</i> <i>Foster Parents will not ordinarily progress to Main Grade until they have been fostering for 2 years.</i>		
Mandatory courses Face-to-Face, virtual and e-learning options	Therapeutic Pathway Stage 1a (mandatory modules) Face-to-Face in centres for main foster parents, with online options for secondary foster parents Each session followed by an ALS	Additional courses available (to be completed at any grade, in accordance with the PDP) Face-to-Face and virtual options
<p>The following courses are mandatory for <i>all approved foster parents</i> and should be completed as soon as possible, within the first year of fostering:</p> <ul style="list-style-type: none"> • Safeguarding (also to be completed by Accredited Carers) • Safer Care & Allegations • Equality & Diversity • First Aid • PRICE • Health & Safety • Medication in the Foster Home • Recording & Reporting <p>In addition, the following courses are compulsory for the main foster parent before progressing to Main Grade:</p> <ul style="list-style-type: none"> • Managing Disclosures • Health of Looked After Children • Helping Children Succeed at School 	<p>The following courses are mandatory for <i>all main foster parents, and secondary foster parents approved after 1 Sept 2022</i>. They are recommended for all other secondary foster parents:</p> <p>Fostering Therapeutic Relationships</p> <ul style="list-style-type: none"> • Module 1 - Reflective Practice • Module 2 – Communication • Module 3 – Self Evaluation <p>The Carers’ Toolbox Programme</p> <ul style="list-style-type: none"> • Module 1 – Foundation: Trauma • Module 2 – Foundation: Empathy 	<p>ISP courses</p> <ul style="list-style-type: none"> • Leaving Care (ISP) • Internet & Mobile Safety (ISP) • Education of Looked After Children • Promoting Sexual Health (ISP) • Smoking, Drugs and Alcohol (ISP) • Staying Put (ISP) • Life Skills Development (ISP) • Safe Social Networking (ISP) • Parental Controls (ISP) • Internet Security (ISP) <p>There are also a wide range of CPD courses available on Learnative from the L&D Team.</p>

Main Grade Training

Mandatory refreshers, Therapeutic Pathway Stage 1b and at least 4 additional courses to be completed to move to Senior Grade.

In addition, foster parents who wish to progress to Senior Grade must complete a case study or have achieved NVQ3/QCF 3 in Health & Social Care, and have the support of their Registered Manager. Foster parents will not ordinarily progress to Senior Grade until they have been fostering for 4 years.

Mandatory courses Face-to-Face and virtual options	Therapeutic Pathway Stage 1b (The Carers' Toolbox Programme) Face to Face in centres Each session followed by an ALS (reflective group)	Additional courses available (to be completed at any grade, in accordance with the PDP)
<ul style="list-style-type: none"> • Parent and Child Placements (mandatory for a parent-and-child placement) • Safeguarding Adults (mandatory for Parent & Child/Staying Put placements) • The Positive Role for Men who Foster (mandatory for male foster parents) • Refreshers of mandatory courses in line with schedules (PRICE, Safer Care & Allegations, Safeguarding, First Aid) 	<p>The Carers' Toolbox Programme continued</p> <ul style="list-style-type: none"> • Modules 3-12 <ul style="list-style-type: none"> • Attachment-Seeking • Dissociation • Anger • Control • Difficult Sibling Relationships • Hyperactivity • Lying & Allegations • Sexualised Behaviour • Self-Harm • Turbulent Teenage Years • Module 13 – Consolidation workshop <p>A City & Guilds Certificate will be issued upon completion of all Stage 1 modules.</p>	<p>ISP courses</p> <ul style="list-style-type: none"> • Leaving Care (ISP) • Internet & Mobile Safety (ISP) • Education of Looked After Children • Promoting Sexual Health (ISP) • Smoking, Drugs and Alcohol (ISP) • Staying Put (ISP) • Life Skills Development (ISP) • Safe Social Networking (ISP) • Parental Controls (ISP) • Internet Security (ISP) <p>There are also a wide range of CPD courses available on Learnative from the L&D Team.</p>

Senior Grade training – continuation of the Therapeutic Pathway

Foster parents must complete mandatory training refreshers and are expected to attend courses from the Stage 2 therapeutic pathway and at least 3 additional courses each year.

Mandatory courses Face-to-Face and virtual options	Therapeutic Pathway Face-to-Face in centres wherever possible	Additional courses (to be completed at any grade, in accordance with the PDP) Face-to-Face and virtual options
<ul style="list-style-type: none"> Refreshers of mandatory courses in line with schedules (PRICE, Safer Care & Allegations, Safeguarding, First Aid) 	<p>Stage 2 – Application & Integration</p> <ul style="list-style-type: none"> Attachment Play workshop 1 – Play and You Attachment Play workshop 2 – Attachment Play Attachment Play workshop 3 – Play in Practice Case Study Discussion Groups Mentoring/‘Giving Back’ <p>A City & Guilds Certificate will be issued upon completion of all Stage 2 modules.</p>	<p>ISP courses</p> <ul style="list-style-type: none"> Leaving Care (ISP) Internet & Mobile Safety (ISP) Education of Looked After Children Promoting Sexual Health (ISP) Smoking, Drugs and Alcohol (ISP) Staying Put (ISP) Life Skills Development (ISP) Safe Social Networking (ISP) Parental Controls (ISP) Internet Security (ISP) <p>There are also a wide range of CPD courses available on Learnative from the L&D Team.</p>