

## i. The Learning & Development Programme, including Therapeutic Pathway

Therapeutic Pathway	
<b>Pre-approval</b> <b>Introduction</b> <i>To be completed as part of Skills to Foster</i>	<ul style="list-style-type: none"> <li>• Introduction to reflective practice (video presentation and discussion)</li> <li>• Fostering therapeutic relationships – overview of core initial training pathway and introduction to key concepts</li> <li>• Read “Therapeutic Parenting in a Nutshell” (Sarah Naish) and/or “Parenting a Child with Emotional and Behavioural Difficulties” (Dan Hughes) and discuss</li> </ul> <p><b>This stage is mandatory for all applicants to foster.</b></p>
<b>Stage 1a</b> <i>(Mandatory modules)</i> <i>To be completed as part of ‘Core Grade’ training requirements (unless evidenced by prior learning or experience)</i>	<b>Fostering Therapeutic Relationships</b> <ul style="list-style-type: none"> <li>• Module 1 – Reflective Practice</li> <li>• Module 2 - Communication</li> <li>• Module 3 – Self-Evaluation</li> </ul> <b>The Carers’ Toolbox Programme</b> <ul style="list-style-type: none"> <li>• Module 1 – Foundation: Trauma</li> <li>• Module 2 – Foundation: Empathy</li> </ul> <ul style="list-style-type: none"> <li>• <b>This stage is mandatory for all main foster parents, who are expected to attend the face-to-face training sessions.</b></li> <li>• <b>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.</b></li> <li>• <b>Completion of these courses is part of the requirement for progression to Main Grade.</b></li> <li>• <b>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.</b></li> </ul>
<b>Stage 1b</b> <i>(Additional Knowledge modules)</i> <i>To be completed as part of ‘Main Grade’ training</i>	<b>The Carers’ Toolbox Programme continued</b> <ul style="list-style-type: none"> <li>• Module 3 – Attachment-needing</li> <li>• Module 4 – Dissociation</li> <li>• Module 5 – The Red Mist – anger</li> </ul>

<p><i>requirements (unless evidenced by prior learning or experience).</i></p>	<ul style="list-style-type: none"> <li>• Module 6 – Control</li> <li>• Module 7 –Difficult sibling relationships</li> <li>• Module 8 – High-energy child: hyperactivity</li> <li>• Module 9 – Lying and allegations</li> <li>• Module 10 – Sexualised behavior</li> <li>• Module 11 – Self-harm</li> <li>• Module 12 – Turbulent teenage years</li> <li>• Module 13 – Consolidation workshop</li> </ul> <ul style="list-style-type: none"> <li>• When foster parents have completed all Stage 1 courses, they will receive a certificate from City &amp; Guilds in addition to ISP's training certificates.</li> <li>• To progress to senior grade, main foster parents must complete all Stage 1 courses.</li> <li>• 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.</li> <li>• 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.</li> </ul>
<p><b>Stage 2</b>  <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"> <li>• Attachment Play workshop 1 – Play and You</li> <li>• Attachment Play workshop 2 – Attachment Play</li> <li>• Attachment Play workshop 3 – Play in Practice</li> <li>• Case Study Discussion Groups</li> <li>• Mentoring/'Giving Back'</li> </ul> <ul style="list-style-type: none"> <li>• To maintain Senior Grade status, foster parents are expected to continue their training and complete the Stage 2 training and development.</li> <li>• When foster parents have completed Stage 2, they will receive a certificate from City &amp; Guilds in addition to ISP's training certificates.</li> </ul>

ISP Learning & Development Programme, including Therapeutic Pathway	
Pre-approval training ( <i>Skills to Foster</i> ) Face-to-Face or virtual	
Core elements	Therapeutic pathway Pre-Approval (Introduction)
<ul style="list-style-type: none"> <li>• Safeguarding</li> <li>• Equality, Diversity &amp; Inclusion</li> <li>• The law</li> <li>• Education</li> </ul>	<ul style="list-style-type: none"> <li>• Introduction to reflective practice (video presentation and discussion)</li> <li>• Fostering therapeutic relationships – overview of core initial training pathway and introduction to key concepts</li> <li>• Read and discuss “Therapeutic Parenting in a Nutshell” (Sarah Naish) and/or “Parenting a Child with Emotional and Behavioural Difficulties” (Dan Hughes)</li> </ul>
Pre-Panel training Online	
<ul style="list-style-type: none"> <li>• ‘Prevent’</li> </ul>	

<b>Mandatory Courses (mandatory for all approved foster parents)</b> <b>To be completed within the first year of fostering</b>	
	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 <b>Recommend to be first completed within 3 months of approval</b>
Safeguarding <i>N.B. Also mandatory for Accredited Carers</i>	Introductory session ALL on approval <b>To be completed before approval (or as soon as possible thereafter), and before children are placed</b> 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 <i>N.B. Also mandatory for Accredited Carers</i>	Refreshed 3 yearly <b>Online course to be completed before approval (or as soon as possible thereafter) and before children are placed</b> <b>Face to face course for main carer when available</b>
Medication in the Foster Home	One off or refresh as directed by SSW
Recording and Reporting <i>N.B. Also mandatory for Accredited Carers</i>	One off or refresh as directed by SSW <b>Recommend to be completed within 3 months of approval</b>
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

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

<ul style="list-style-type: none"> <li>• Health of Looked After Children</li> <li>• Helping Children Succeed at School</li> </ul>		
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<b>Main Grade Training</b> <i>Mandatory refreshers, Therapeutic Pathway Stage 1b and at least 4 additional courses to be completed to move to Senior Grade.</i> <i>In addition, foster parents who wish to progress to Senior Grade must complete a case study or have achieved NVQ3/QCF 3 in Health &amp; 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.</i>		
<b>Mandatory courses</b> <b>Face-to-Face and virtual options</b>	<b>Therapeutic Pathway Stage 1b (The Carers' Toolbox Programme)</b> <b>Face to Face in centres</b> <b>Each session followed by an ALS (reflective group)</b>	<b>Additional courses available (to be completed at any grade, in accordance with the PDP)</b>
<ul style="list-style-type: none"> <li>• Parent and Child Placements (mandatory for a parent-and-child placement)</li> <li>• Safeguarding Adults (mandatory for Parent &amp; Child/Staying Put placements)</li> <li>• The Positive Role for Men who Foster (mandatory for male foster parents)</li> <li>• Refreshers of mandatory courses in line with schedules (PRICE, Safer Care &amp; Allegations, Safeguarding, First Aid)</li> </ul>	<b>The Carers' Toolbox Programme continued</b> <ul style="list-style-type: none"> <li>• Modules 3-12 <ul style="list-style-type: none"> <li>• Attachment-Seeking</li> <li>• Dissociation</li> <li>• Anger</li> <li>• Control</li> <li>• Difficult Sibling Relationships</li> <li>• Hyperactivity</li> <li>• Lying &amp; Allegations</li> <li>• Sexualised Behaviour</li> <li>• Self-Harm</li> <li>• Turbulent Teenage Years</li> </ul> </li> <li>• Module 13 – Consolidation workshop</li> </ul> <b>A City &amp; Guilds Certificate will be issued upon completion of all Stage 1 modules.</b>	<b>ISP courses</b> <ul style="list-style-type: none"> <li>• Leaving Care (ISP)</li> <li>• Internet &amp; Mobile Safety (ISP)</li> <li>• Education of Looked After Children</li> <li>• Promoting Sexual Health (ISP)</li> <li>• Smoking, Drugs and Alcohol (ISP)</li> <li>• Staying Put (ISP)</li> <li>• Life Skills Development (ISP)</li> <li>• Safe Social Networking (ISP)</li> <li>• Parental Controls (ISP)</li> <li>• Internet Security (ISP)</li> </ul> <b>There are also a wide range of CPD courses available on Learnative from the L&amp;D Team.</b>

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