i. The Learning & Development Programme, including Therapeutic Pathway

Therapeutic Pathway	
Pre-approval ***Introduction*** *To be completed as part of Prepare to Foster*	• 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 **This stage is mandatory for all applicants to foster.**
Stage 1a *(Mandatory modules)* *To be completed as part of 'Core Grade' training requirements (unless evidenced by prior learning or experience)*	• Module 1 – Reflective Practice • Module 2 - Communication • Module 3 – Self-Evaluation • Module 4 – Trauma • Module 5 – Empathy • **This stage is mandatory for all foster parents, who are expected to attend the face-to-face training sessions.** • **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.**
Stage 1b *(Additional Knowledge modules)* *To be completed as part of 'Main Grade' training requirements (unless evidenced by prior learning or experience).*	**The Carers' Toolbox Programme continued** • Module 6 – Attachment-needing • Module 7 – Dissociation • Module 8 – Anger – The Red Mist • Module 9 – Control • Module 10 –Difficult sibling relationships • Module 11 – High-energy child • Module 12 – Lying • Module 13 – Sexualised behavior

	• Module 14 – Self-harm & Suicidality • Module 15 – Turbulent teenage years • Module 16 – Consolidation workshop • **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.**
Stage 2 *Application and integration* *To be completed as part of 'Senior Grade' training requirements*	There are 4 aspects to Stage 3 • Attachment Play workshop 1 – Play and You • Attachment Play workshop 2 – Attachment Play • Attachment Play workshop 3 – Play in Practice • Case Study Discussion Groups • **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 (*Prepare to Foster*) **Face-to-Face or virtual**	
Core elements	**Therapeutic pathway Pre-Approval (Introduction)**
• Safeguarding • Equality, Diversity & Inclusion • The law • Education	• 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**	
• '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 **Recommend to be first completed within 3 months of approval**
Safeguarding *N.B. Also mandatory for Accredited Carers*	Introductory session ALL on approval **To be completed before approval (or as soon as possible thereafter), and before children are placed** 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 *N.B. Also mandatory for Accredited Carers*	Refreshed 3 yearly **Online course to be completed before approval (or as soon as possible thereafter) and before children are placed** **Face to face course for main carer when available**
Medication and Healthcare e-learning	One off or refresh as directed by SSW
Recording and Reporting e-learning *N.B. Also mandatory for Accredited Carers*	One off or refresh as directed by SSW **Recommend to be completed within 3 months of approval**
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

Core Training

Mandatory courses and Therapeutic Pathway Stage 1a (mandatory modules) to be completed to move to Main Grade.
Foster Parents will not ordinarily progress to Main Grade until they have been fostering for 2 years.

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**
The following courses are mandatory for *all approved foster parents* and should be completed as soon as possible, and within the first year of fostering: • Safeguarding (also to be completed by Accredited Carers) • Safer Care & Allegations • Equality & Diversity • First Aid (also to be completed by Accredited Carers) • PRICE • Health & Safety • Medication and Healthcare e-learning • Recording & Reporting e-learning (also to be completed by Accredited Carers) In addition, the following courses are compulsory for the main foster parent before progressing to Main Grade: • Medicines in the Foster Home (short training workshop) • Recording & Reporting ISP (short training workshop) • Child Sexual Exploitation	The following courses are mandatory for *all foster parents.* • Module 1 - Reflective Practice • Module 2 – Communication • Module 3 – Self Evaluation • Module 4 – Trauma • Module 5 – Empathy	**ISP courses** • Leaving Care (ISP) • Online Safety Part 1: Understanding the Risks (ISP) • Online Safety Part 2: Protecting Children and Young People (ISP) • Education of Looked After Children • Promoting Sexual Health (ISP) • Smoking, Drugs and Alcohol (ISP) • Staying Put (ISP) • Internet Security & Safe Social Networking (ISP) **There are also a wide range of CPD courses available on Learnative from the L&D Team.**

• Managing Disclosures • Health of Looked After Children • Helping Children Succeed at School		

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** **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)**

• Parent and Child Placements (required to be assessed for a parent-and-child placement)
 	
• Safeguarding Adults (mandatory for Parent & Child/Staying Put placements)
 	
• Refreshers of mandatory courses in line with schedules (PRICE, Safer Care & Allegations, Safeguarding, First Aid)
	The Carers' Toolbox Programme continued
	
	• Modules 6-16
	  • Attachment-Seeking
	  • Dissociation
	  • Anger – The Red Mist
	  • Control
	  • Difficult Sibling Relationships
	  • The High Energy Child
	  • Lying
	  • Sexualised Behaviour
	  • Self-Harm & Suicidality
	  • Turbulent Teenage Years
	  • Consolidation workshop
	
	A City & Guilds Certificate will be issued upon completion of all Stage 1 modules.
		ISP courses
		• Leaving Care (ISP)
		• Online Safety Part 1: Understanding the Risks (ISP)
		• Online Safety Part 2: Protecting Children and Young People (ISP)
		• Education of Looked After Children
		• Promoting Sexual Health (ISP)
		• Smoking, Drugs and Alcohol (ISP)
		• Staying Put (ISP)
		• Internet Security & Safe Social Networking (ISP)
		
		There are also a wide range of CPD courses available on Learnative from the L&D Team.

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**
• Refreshers of mandatory courses in line with schedules (PRICE, Safer Care & Allegations, Safeguarding, First Aid)	**Stage 2 – Application & Integration** • Attachment Play workshop 1 – Play and You • Attachment Play workshop 2 – Attachment Play • Attachment Play workshop 3 – Play in Practice • Case Study Discussion Groups **A City & Guilds Certificate will be issued upon completion of all Stage 2 modules.**	**ISP courses** • Leaving Care (ISP) • Online Safety Part 1: Understanding the Risks (ISP) • Online Safety Part 2: Protecting Children and Young People (ISP) • Education of Looked After Children • Promoting Sexual Health (ISP) • Smoking, Drugs and Alcohol (ISP) • Staying Put (ISP) • Internet Security & Safe Social Networking (ISP) **There are also a wide range of CPD courses available on Learnative from the L&D Team.**