



Foster Carer Learning & Development Programme

Welcome

Welcome to the Learning and Development programme for 2024-2025. This programme gives you details of the learning and development opportunities available to you from April 2024 – March 2025. The courses will be run as a mixture of face to face and learning on a virtual platform. E-Learning options are available.

All courses are booked via Oracle. Foster carer course dates are released on a six-monthly basis, so courses from April – October are available to book now. Courses for November to March 2025 can be booked from October. Children's Services courses can be booked at any time.

Book a Place:

Use the external MyOracle route: www.norfolk.gov.uk/payslip

Select the External sign in option.

Follow the steps to log in.

Once logged in scroll down to the "Me" header.

Select the "Learning / Learn" app to get to the courses.

Use the search bar to find the course by typing in the name of the course.

If you have a query relating to a course (not MyOracle) please email fostercarerslearningsupport@norfolk.gov.uk

Temporarily approved carers will need to send an email to fostercarerlearningsupport@norfolk.gov.uk giving details of the course they want to book onto. Please add to the email that you are temporarily approved.

MyOracle Support:

If you are having problems with your MyOracle account, please email fostercarersaccesssupport@norfolk.gov.uk. Please note that this email address is for technical queries e.g. problems with passwords and accessing MyOracle/finding your way around MyOracle/knowing the tools to use on MyOracle. The reply will be via email (check your junk folder) but it does have a contact phone number in it so you can talk to the team directly.

Your Supervising Social Worker will also be able to help and guide you.

Joining Information:

Joining information for all courses will be emailed to all course participants 3-7 days before the course begins. Please check your junk folder for this information as the email often ends up there.

This email will contain the course link and any other information relevant to the course. If the course is virtual, you will receive an automatic reminder from MyOracle containing the virtual link 15 minutes before the course begins. Please check your junk folder for the link.

If you change your email address, please notify us at fostercarerslearningsupport@norfolk.gov.uk so that we can update our records. If we do not have the right contact details for you, we cannot send you course information, including links, or let you know if a course has been cancelled at short notice.

New Carers

It can be difficult to know which course to do in your first year of fostering; below are the recommended courses for the first two years, including essential and core courses.

Year one:

Essential: Initial Safeguarding; First Aid for Foster Carers; Child Exploitation (for those caring for children aged 5+)

Core: Developmental Trauma, Nurturing Resilience

Year two:

Essential: Cultural Competence; Prevent (for those caring for children aged 5+)

Core: Restorative Approaches; Attachment Theory; My Norfolk Story: Life Story Approach

Course Criteria

Essential (Mandatory)

Learning or knowledge which is essential for **ALL** main carers. Second carers will need to complete some of these courses, whilst others are recommended. If you have not completed all the essential courses, then you should prioritise these above other CPD activity. Some essential courses will run during the evening or on a Saturday. For carers who work outside the home, some essential courses are available via E-Learning. Please discuss this with your Supervising Social Worker.

Virtual Reality Headsets

These are great ways to learn about children's experiences or impact of trauma on their development through a series of Virtual Reality modules. They cover a wide range of topics:

- Children with early life trauma
- In utero drugs, alcohol and domestic abuse effects
- Teenagers with early life trauma
- Trauma, abuse and neglect in early years
- Fostering Recruitment and preparation

Your Supervising Social Worker or your Assessing Social Worker will be able to help you access the VR headsets.

Core

Learning or knowledge which is central to good and effective care with vulnerable children and young people. These activities deliver up to date and relevant input for working with children looked after. While there is no limit on CPD activity, you should try to complete one or two CPD activities each year.

CPD can be completed by watching webinars, reading books or articles, relevant YouTube clips etc. If you would like some recommendations, please email fostercarerslearningsupport@norfolk.gov.uk letting us know which areas you would like to explore.

If you would like some more in-depth learning the following maybe helpful:

Care Knowledge (we need your permission to send them your email address and role as a foster carer so they can set up an account for you). Care Knowledge is a holistic professional development platform where you have unlimited access to evidence based

information and resources across the spectrum of social care. If you are interested email fostercarerslearningsupport@norfolk.gov.uk putting Care Knowledge into the email title giving your permission for us to share your information. An account will be set up for you.

Research in Practice (RIP). RIP offer resources, articles and learning opportunities to professionals in social care and other areas. For access complete this form: [Non-Organisational Account Requests \(monday.com\)](#)

Massive open online learning courses - [What is a MOOC? -](#)

Which course is for me?

The table will show you the courses most suitable for the age of the child/ren placed with you. Some of these courses will be for foster carers only, but others will be with Children's Services staff.

Name of course	0-5 years	5-11 years	11 + years	CWD	UASC
Essential Courses					
Child Exploitation (FC/CS)		X	X	X	X
Diversity and Intercultural Awareness (FC)	X	X	X	X	X
First Aid for foster carers (FC)	X	X	X	X	X
Initial Safeguarding (FC)	X	X	X	X	X
Prevent E-learning		X	X	X	X
Updating Safeguarding Practice (FC)	X	X	X	X	X
Core Courses					
A Brief Introduction to Restorative Approaches for Foster Carers & Childrens Residential (FC/CS)		X	X	X	X
Adolescent Development (CS/FC)		X	X	X	X
Attachment Theory (CS/FC)	X	X	X	X	X
Autism Awareness E learning	X	X	X	X	X
Child Development (CS/FC)	X	X		X	
Children and young people online protection (CS/FC)	X	X	X	X	X
Developmental Trauma (FC/CS)	X	X	X	X	X
Developmental Trauma (FC/CS)	X	X	X	X	X
Domestic Abuse Awareness (E-Learning)	X	X	X	X	X

Epilepsy Awareness (FC)	X	X	X	X	X
Family Network Approach Briefing	X	X	X	X	X
Healthier Lifestyles and self-compassion (CS/FC)	X	X	X	X	X
Introduction to Signs of Safety & Family Networking E-Learning	X	X	X	X	X
Life Beyond Care (FC/CS)			X	X	X
Moving to Adoption (FC)	X			X	
My Norfolk Story: Life Story work	X	X	X	X	X
Non-Violent Resistance (NVR) An Overview for foster carers/special guardians (FC)		X	X	X	X
Non-Violent Resistance Support Group (FC)	X	X	X	X	X
Nurturing Resilience	X	X	X	X	X
Substance and Alcohol Misuse/ Drug Paraphernalia (CS)			X	X	X
Supporting Children and Young People's Mental Health		X	X	X	X
Tools to support children and adults with communication differences				X	
Trauma informed care for foster families	X	X	X	X	X
Understanding Autism for Childrens Services & Adult Social Services (NCC)	X	X	X	X	X
Understanding Self Harm & Suicide Prevention (CS/FC)			X	X	X
Working with Teenagers (formerly Teenage Challenging Behaviours)			X		X

Course Calendar

April 2024	An Introduction to Developmental Trauma Child Development Children and Young People Online First Aid for FC Healthier Lifestyles & self-compassion Initial Safeguarding Introduction to Attachment Theory
-------------------	---

	Stepping Stones
May 2024	Adolescent Development An Introduction to Developmental Trauma Child Exploitation Diversity and Intercultural Awareness Family Network Approach Briefing First Aid for FC Nurturing Resilience Non-Violent Resistance (NVR) Trauma Informed Care for Foster Families Understanding Autism Updating Safeguarding
June 2024	An Introduction to Developmental Trauma Children and Young People Online Protection Diversity and Intercultural Awareness First Aid for FC Healthier Lifestyles and self-compassion Introduction to Attachment Theory Understanding Autism Working with Teenagers
July 2024	Adolescent Development An Introduction to Developmental Trauma An introduction to restorative approaches Child Exploitation Diversity and Intercultural Awareness First Aid for FC Initial Safeguarding Tools to support children and adults with communication differences Trauma Informed Care for Foster Families Updating Safeguarding Understanding Autism
September 2024	Adolescent Development An Introduction to Developmental Trauma Child Exploitation Children and Young People Online Protection Diversity and Intercultural Awareness First Aid for FC Healthier Lifestyles and self-compassion Initial Safeguarding Introduction to Attachment Theory Nurturing Resilience

	<p>Tools to support children and adults with communication differences</p> <p>Updating Safeguarding</p> <p>Working with teenagers</p> <p>18th September Foster Carer Conference</p>
October 2024	<p>An Introduction to Developmental Trauma</p> <p>An Introduction to Restorative Approaches</p> <p>Children and Young People Online Protection</p> <p>Child Development</p> <p>Child Exploitation</p> <p>First Aid for FC</p> <p>Introduction to Attachment Theory</p> <p>Moving to Adoption</p> <p>Stepping Stones</p> <p>Tools to support children and adults with communication differences</p> <p>Trauma Informed Care for Foster Families</p>
November 2024	<p>Adolescent Development</p> <p>An Introduction to Developmental Trauma</p> <p>Child Exploitation</p> <p>Diversity and Intercultural Awareness</p> <p>First Aid for FC</p>
December 2024	<p>An Introduction to Developmental Trauma</p> <p>Children and Young People Online Protection</p> <p>First Aid for FC</p> <p>Initial Safeguarding</p> <p>Introduction to attachment theory</p> <p>Updating Safeguarding</p> <p>Working with Teenagers</p>
January 2025	<p>A Brief Introduction to Restorative approaches</p> <p>Child Exploitation</p> <p>First Aid for FC</p> <p>Nurturing Resilience</p> <p>Stepping Stones</p>
February 2025	<p>Child Exploitation</p> <p>Diversity and Intercultural Awareness</p> <p>First Aid for FC</p> <p>Life Beyond Care</p>
March 2025	<p>Child Exploitation</p> <p>First Aid for FC</p> <p>Nurturing Resilience</p> <p>Working with Teenagers</p>

E-Learning	Autism Awareness Domestic Abuse Awareness Introduction to Signs of Safety & Family Networking Prevent
-------------------	--

ESSENTIAL COURSES

If you need to book an essential course and there are no available dates on MyOracle, please send an email to fostercarerslearningsupport@norfolk.gov.uk with details of the course you wish to book onto and your contact details.

Essential Courses that need renewing every three years:

- Child Exploitation
- First Aid
- Safeguarding (Initial Safeguarding if you have never done safeguarding before, then Updating Safeguarding Practice thereafter).

Essential Courses that need to be completed once by the main carer:

The main carer will need to share their learning with the secondary carer and the impact on their practice to be discussed in supervisions. Supervising Social Workers or Supporting Resilience Practitioners may use other avenues to ensure that the second carer has the knowledge to reflect upon by using Virtual Reality headsets or dedicate supervision sessions to going over the content of the course. Buddying will be strongly encouraged to aid and support the development and understanding of the fostering task for the secondary carer.

- Diversity & Intercultural Awareness
- Prevent

Who needs to complete essential training?

Course	First carer	Second Carer
Child Exploitation	Yes – 1 st year (only for children aged 5-18)	Recommended
Diversity & Intercultural Awareness	Yes - 2 nd year	Yes – 2 nd year
First Aid for foster carers	Yes – pre-approval and every 3 years	Yes – pre-approval and every 3 years
Initial Safeguarding / Updating Safeguarding	Yes – 1 st year and every 3 years	Yes – 1 st year and every 3 years
Prevent	Yes – 2 nd year (only for children aged 5-18)	Recommended

Course Information

ESSENTIAL COURSES

Child Exploitation (FC/R)

This half day virtual course will explore child exploitation and when children go missing from care.

Learning outcomes

- To recognise and identify risk factors associated with child exploitation including risk factors of children going missing.
- To feel confident in when to report children missing and raising concerns of exploitation with Police and professionals.
- To have awareness of the local picture in Norfolk of exploitation and the impact this has on Norfolk children.
- To have awareness of the support services and responses available to children identified at risk of exploitation and those who go missing in Norfolk.

Course details

- 14th May 2024 Virtual
- 9th July 2024, Virtual
- 5th September 2024, Virtual
- 25th October 2024, Virtual
- 12th & 19th November, Virtual
- 22nd November 2024, Virtual
- 27th January 2025, Virtual
- 17th February 2025, Virtual
- 18th March 2025, Virtual

Times: 1 x ½ day session 10:00–13.00

2 x evening sessions 19.00–21.30

Training Provider: Juliette Barnes

Diversity and Intercultural Awareness (formerly Cultural Competence)

A 2 x ½ day / 3 x evening virtual course that provides a safe environment in which to challenge and provoke thoughtful discussion. The training uses various methods to help delegates to think about their practice in a non-judgemental way.

Delegates will be asked to complete a task between sessions.

Learning outcomes

- To understand issues in equality and diversity.
- To understand the different types of prejudice and discrimination which can affect children and young people.

Course details

- 3rd & 10th May 2024, Virtual
- 19th, 26th June & 3rd July 2024, Virtual
- 8th & 15th July 2024, Virtual
- 13th & 20th September 2024, Virtual
- 18th & 25th November 2024, Virtual
- 4th & 11th February 2025, Virtual

Times: 2 x ½ days 10.00–13.00

3 x evenings 19.00-21.00

Training Provider: Ariane Hoppler,
Learning & Development Consultant

First Aid for Foster Carers (FC)

First Aid training needs to be completed every three years. You will need to complete the entire course to get a certificate. More in depth first aid courses are available on request.

It is essential that all carers hold a valid certificate of first aid and maintain their competence with regular re-certification.

This course, based on paediatric first aid, will allow you to update your certificate.

Please note all first aid courses are face to face

Learning outcomes

- To provide a safe environment for children in care.
- To gain and maintain emergency aid knowledge and practice to ensure children and young people in your care are safe.

Course details

- 18th April 2024, Norwich
- 2nd May 2024, Norwich
- 15th June 2024, Kings Lynn
- 11th July, Norwich
- 18th September, Gt Yarmouth
- 18th October, Norwich
- 13th November, Kings Lynn
- 5th December, Norwich
- 15th January, Norwich
- 12th February, Gt Yarmouth
- Saturday 15th March, Norwich

Times: 1 x ½ day 10.00-14.30

Training Provider: Norvic

**Denotes Saturday course*

Initial Safeguarding (FC)

Mandatory for all foster carers who have not completed relevant Safeguarding training before. You must complete all the session to gain your certificate.

To develop and awareness of child safeguarding issues and the confidence to act on concerns about the safety and well-being of children.

Learning outcomes

- Understand what child safeguarding is and the responsibilities that you have to safeguard children and promote their welfare.
- Be able to identify the different ways in which children can be harmed and the circumstances which may make them more vulnerable.
- Explore your own attitudes and beliefs and how they may impact on the decisions that you make.
- Understand what a child's journey into Foster Care may have been, particularly where there were previously Child Protection concerns.
- Understand the local processes for reporting safeguarding concerns about a child and what you would do if you had concerns about an adult who is working with children.
- Have increased confidence in recording and sharing information and concerns appropriately.

This course will not cover Safe Care Policies for looking after children in your home

Course Details

- 23rd April 2024, Virtual
 - 8th July 2024, F2F, Norwich
 - 16th September 2024, F2F, Kings Lynn
 - 10th December 2024, Virtual
- Times:** 1 x 4.5-hour session 09.45–14.30
Training Provider: Juliette Barnes

Prevent (online course via Gov.uk site)

This short online course is about safeguarding people and communities from the threat of terrorism. Prevent is one of the four elements of CONTEST, the Government's counter-terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism. It enables staff to recognise when a person may be being targeted and groomed for radicalisation and ensuring that staff members know how to refer their concerns on to Norfolk County Council's Multi Agency Safeguarding Hub (MASH).

Learning outcomes

- Understand how people can be influenced or radicalised.
- Understand vulnerability factors which can lead to people being radicalised.

- Understand how to notice concerns that someone may be vulnerable to radicalisation in your role

Course details

Go to the Government website at <https://www.elearning.prevent.homeoffice.gov.uk>

Use the New Users box to start the course, work through the content and when complete, please remember to download a certificate of completion.

A copy of your certificate should then be emailed to your Support Social Worker as evidence for your learning record.

Updating Safeguarding Practice (FC)

Safeguarding training must be updated every three years. This course is for carers who have already completed the Initial Safeguarding training and are needing to refresh their skills.

The aim of the course is to give experienced Foster Carers the opportunity to reflect on their child safeguarding practice and to consider how any recent developments in safeguarding could impact on the work that they do.

Learning outcomes

- To have reflected on times when you have made a positive difference in safeguarding children and to have identified times when others have made a positive difference.
- To have refreshed yourself on any recent changes to practice and any developments in the field of child safeguarding and considered how they may impact on your role as a Foster Carer.
- To have explored the learning points from a complex case study.

Course details

- 21st May 2024, Virtual
 - 18th July 2024, F2F, Norwich
 - 17th September 2024, F2F Kings Lynn
 - 12th December 2024, Virtual
- Times:** 1 x 4-hour session 10.00-13.30
- Training Provider:** Juliette Barnes

CORE COURSES

Adolescent Development (CS)

Adolescence can be a difficult and challenging time in a young person's development. This 2 x half-day course will look at physical, social and emotional development, as well as the changes in the adolescent brain. Developing and maintaining relationships with teenagers will be discussed.

Learning outcomes

This event will enable you to:

- To understand the physical, emotional and social development during adolescence
- To discuss the changes in the brain during adolescence
- To be aware of the importance of developing relationships through trust, communication and listening

Course details

- 13th & 20th May 2024, F2F, Norwich
- 5th & 12th July 2024, F2F, Norwich
- 23RD 7 30th September 2024, F2F Norwich
- 15 & 22nd November 2024, F2F, Norwich

Times: 2 x ½ days 10:00–13:00

Training Provider: Children's Services and Learning & Development

Autism Awareness (E-Learning)

As part of Equalities training, and in line with The Autism Act, this course gives a general overview of what autism is, how it can affect people in different ways, means of supporting those who have autism / autistic traits who use council services and how to successfully engage with and understand autism.

Underpinning values and attitudes needed to enable workers to provide people with autism with a service which values their right to:

- Be independent.
- Be regarded and treated as individuals.
- Make choices for themselves.
- Be treated in an equal and fair way.
- Be treated with respect, dignity, and confidentiality.
- Access specialist support to realise potential.
- Receive compassionate and non-judgemental support, and to give it in their own roles as parents, carers, workers or volunteers.

This course is a prerequisite for those wishing to book onto the 'Understanding Autism' one day training.

Learning outcomes

This e-learning will enable you to understand:

- The notion of autism as a spectrum, including the fact that it is a life-long condition.
- Key characteristics – understanding the main differences found in people with autism (often referred to as the ‘triad / dyad of impairments’).
- Common sensory differences experienced by people who have autism.
- Common co-occurring conditions.
- Basic understanding of the complexity surrounding diagnosis.
- Prevalence of autism in the general population.

Course details

- E-Learning Course available on Oracle.

A Brief Introduction to Restorative Approaches for Foster Carers and Childrens’ Residential (FC/R)

We aspire for all children in care to receive consistent, restorative in nature responses to their care. This virtual course, run over two days, will introduce delegates to a range of current Restorative Approaches that seek to build and maintain respectful, collaborative relationships and equip people with the skills to resolve conflicts and address challenging behaviour.

Please note you will need to complete both days of this training.

Learning outcomes

- Enable all delegates to understand and use restorative approaches confidently.
- Adopt restorative communication into day-to-day practice to build, maintain and repair damaged or broken relationships and think about responses to challenging behaviour and conflict.
- Develop ways to work *with* people, rather than doing things *to* or *for* them.
- Articulate the key values, skills, principles and practices underpinning restorative practice.
- Understand how to adopt a non-blaming, impact focussed approach and the importance of doing so.
- Explore thoughts and feelings to get to underlying need.

Course details

- 17th & 18th July, F2F, Gt Yarmouth Times: 2 x ½ days 10.00-12.30
- 23rd & 24th October F2F, Norwich Training Provider: Restorative Approaches team
- 29th & 30th January 2025, Virtual

An Introduction to Developmental Trauma (FC) (CS)

Experiencing developmental trauma can disrupt the development of healthy and trusting relationships between children and young people and the peers and adults in their life.

Experiencing developmental trauma can undermine a child or young person's sense of identity and the feeling that they can shape their own lives through their decisions and actions.

Some children and young people experience feelings of powerlessness, helplessness, and hopelessness.

This course will look at what is meant by developmental (sometimes called complex) trauma, the impact that it has on children and young people and will look at how you can help and support them. Courses are either one day in length or over two sessions.

Learning outcomes

- Discuss the term "trauma".
- Explore the term "developmental trauma".
- Explore the impact that developmental trauma can have on children and young people, including brain development and relationships.
- Discuss ways of working with, and supporting children and young people who have experienced trauma.

Course details

- 11th April 2024, F2F Norwich
- 15th May 2024, F2F, Norwich
- 3rd July 2024, F2F Kings Lynn
- 15th July 2024, F2F Norwich
- 12th September 2024, F2F, Norwich
- 8th October 2024, F2F, Gt Yarmouth
- 19th November 2024, F2F Norwich
- 2nd December 2024, F2F, Dereham

Times: 1 x day 09.30-16.00

Or 2 x ½ days 10:00–13:00

Training Provider: Mercy Addai and Sarah Hunter, L&D Consultants

Child Development (CS)

The overall aim of this half day course is for practitioners to have an increased awareness and understanding of the development of children and young people aged up to 12 years.

Learning outcomes

This event will enable you to:

- Understand child development including key milestones in terms of developmental stages - physical, cognitive, moral, and emotional/social.
- Gain an increased understanding of some child development theories.
- Practitioners will be able to identify the key factors affecting child development.
- Understand the stages of brain development and the factors that affect it.
- Understand the meaning of developmental delays and developmental disabilities.
- Learn ways to recognize the characteristics associated with developmental delays and developmental disabilities, and actions to take.
- Learn ways to help maximise a child's developmental potential.

Course details

- 23rd April 2024, F2F, Dereham
- 14th October 2024, F2F, Kings Lynn,

Times: ½ day 10:00–13:00

Training Provider: Mercy Addai, L&D Consultant, Early Years Services

Children and Young People Online

The overall aim of this half day course is for practitioners to have an increased awareness and understanding of the development of children and young people aged up to 12 years.

Learning outcomes

This event will enable you to:

- Understand child development including key milestones in terms of developmental stages - physical, cognitive, moral, and emotional/social.
- Gain an increased understanding of some child development theories.
- Practitioners will be able to identify the key factors affecting child development.
- Understand the stages of brain development and the factors that affect it.
- Understand the meaning of developmental delays and developmental disabilities.
- Learn ways to recognize the characteristics associated with developmental delays and developmental disabilities, and actions to take.
- Learn ways to help maximise a child's developmental potential.

Course details

- 18th April 2024, Virtual
- 20th June 2024, Virtual
- 27th September 2024, Virtual
- 22nd October 2024, Virtual
- 5th December, 2024, Virtual

Times: ½ day 10:00–12.30

Training Provider: Sarah Hunter, Learning & Development Consultant

Domestic Abuse Awareness

This course will help you to recognise domestic abuse and help you to understand your responsibilities in safeguarding people.

It should take no more than thirty minutes to complete.

Learning outcomes

- What is meant by domestic abuse.
- The signs and indicators of abuse.
- What actions you can take.
- How to support each other through domestic abuse.

Course details

E-Learning course

Epilepsy Awareness (FC)

The aim of the course is to provide you with knowledge and understanding for supporting individuals who have epilepsy.

To help you develop confidence when managing epileptic seizures and the recovery period.

To provide you with clear information and guidelines relating to the recording of seizures.

To be able to recognise prolonged and serial seizures and respond appropriately.

Learning outcomes

- To be able to recognise and describe common seizure types.
- To be able to understand common causes of epilepsy and triggers of seizures.
- To know how to manage seizures appropriately.
- To know how to record a seizure and understand the importance of an epilepsy care plan.

Course details

September 2024. Date TBC

Times: 1 x ½ days 10:00am–14.30pm

Training Provider: Laura Barnard & Nichola Hanton, Children's Services

Family Network Approach Briefing

A briefing about the Family Network Approach about keeping children and young people connected to their network, and the role of the foster carer within this.

Learning outcomes

- To understand what the family network approach is.
- To know more about the role of the foster carer in keeping young people connected to their network.

Course details

7th May 2024, Virtual

Times: 10.00 – 1.00 am

Training Provider: Suzy Walker & Gavin Maby, Family Network Team

Healthier Lifestyles and Self-Compassion

Staying healthy and being compassionate to ourselves is one of the best ways to positively impact our emotional and physical wellbeing.

Delivered over 2 half days, these interactive and reflective workshops seek to support participants in recognising the importance of physical and emotional wellbeing. Learning how a healthier lifestyle and self-compassion can benefit your health. This content is designed, informed and based on current empirical research by recognised professionals and provides small, manageable suggestions that could make a big difference to your day-to-day life.

By attending this course, we hope you will find yourself rediscovering and dusting off strategies that you have had all along and developing new ones as well.

Learning outcomes

- Provide up to date content on key components of a healthy lifestyle.
- Provide a summary on current research in brain health, longevity and lifestyle medicine.
- Identify key features and strategies of resilience.
- Learn the potential of mindfulness practice.
- Learn the importance of self-compassion.
- Start to design a personalised action plan.

Course details

19th & 26th April 2024, Virtual

20th & 27th June 2024, Virtual

19th & 26th September .2024, Virtual

29th November & 6th December 2024, Virtual

Times: 2 x ½ days 09.30 – 13.00

Training Provider: Ariane Hoppler, L&D Consultant

Introduction to Attachment Theory

Children traumatised within their early caregiving environments by abuse, inadequate parenting, separation and loss are at increased risk of attachment difficulties, struggling to trust their parent/caregiver. This has an impact on the affectional bond between them. The child has difficulties in gaining security and comfort from the parent/caregiver. Problems with attachment leave the child at increased risk of later developmental, relational and emotional difficulties.

Learning outcomes

- To discuss the concept of attachment theory.
- To explore the impact of early caregiving on a child's ability to form relationships.
- To understand the different attachment styles and behaviours.
- To be able to observe relationships between children, young people and adults, and be professionally curious about those relationships.

Course details

- 30th April 2024, F2F, Norwich
- 25th June 2024, Norwich
- 18th September, Kings Lynn
- 16th October, Norwich
- 12th December, Norwich

Times: 09:30–16.00

Training Provider: Sarah Hunter, L&D
Consultant

Life Beyond Care Workshop (FC/R)

This 2.5-hour workshop led by Life Beyond Care Practitioners is for all foster carers caring for a child in KS3 and beyond.

This workshop will cover the following key areas:

- Permanence
- Transitions
- Early planning for life after care
- Staying Put
- Preparation for Independence
- The role of the Supervising Social Worker and the PA post 16 and post 18

There will be a question and answer section at the end of the workshop.

Learning outcomes

By the end of this session, participants will be able to:

- Confidently understand the importance of early planning.
- Understand the options available for care leavers beyond their 18th birthday.

- Understand the importance of family networking.
- Inform practice through the voice of young people.
- Understand the roles of SSWs and PAs, post 16/18.

Course details

- 3rd October 2024, Virtual
- 6th February 2025, Virtual

Times: 10.0 –12.30

Training Provider: Fostering Services,
Life Beyond Care Team

Moving to Adoption (FC)

This virtual course run over 3 x 2-hour sessions will examine changes in the legal aspects of adoption and foster to adopt.

The course will discuss the moving process including the planning towards and introduction to, prospective adoptive families. Consider practical issues for carers and workers, such as the task of saying goodbye. We will look at life story work and preparing children for the future.

The emphasis of the course will be that of sharing experiences, thoughts, and ideas – there is no ‘right’ or ‘wrong’ way to approach the bridging task; the course will provide an opportunity to gain from the experiences of others.

Learning outcomes

- Enable positive transitions to adoption for children in care.
- Recognise the impact that separation and loss have on children and young people and their ability to form attachments to others.
- Help carers gain an understanding of the legal and County Council procedures related to a child’s progress to adoption.
- Have considered the impact of diversity, dealing with and preparing for difference in families.

Course details

10th October 2024, F2F, Norwich

Times:10.00–16.00

Training Provider: Gemma Luke (NAS)
Lauren Burden (NFS)

My Norfolk Story: Life Story Approach (FC)

We know how important it is to ensure that children and young people understand their journey through social care, and the critical role foster carers have in supporting the children throughout their journey in care. Foster carers and social care colleagues play an important

role in supporting children understand and process a variety of difficulties and circumstances which have led to them being accommodated. For children who enter our care, it is especially important that they understand what has happened and why, how it impacts them, and what decisions were made throughout their journey.

My Norfolk Story is an approach in which foster carers, and those who have a relationship with the child or young person, will deliver ongoing work and input throughout their time with Children's Social Care.

As part of embedding our life story approach across a child's journey with Children's Services, this training will ensure that all foster carers have an understanding of the principles behind My Norfolk Story and are able to use consistent tools to support children in understanding their journey.

Learning outcomes

This event will enable you to:

- Understand how our life story approach fits into our key ways of working in Norfolk.
- Recognise why life story work matters for all children who have involvement with Children's Services, not only children in care.
- Reconsider the significance of supporting the child's journey and experiences, particularly in the context of identity and meaning, shame and blame.
- Consider different ways of engaging children in life story work.

Course details

- 25th June 2024, Virtual **Times:** 1 x ½ day 09.30-14.30
- 21st October 2024, Virtual **Training Provider:** Norfolk Fostering Service
- 5th February 2025, Virtual

NVR Support Group (FC)

This is a quarterly support group for all foster carers and Special Guardians who have attended the 8-week NVR training programme.

Learning outcomes

- Refresh and enrich knowledge of the principles and techniques of NVR that were learnt during the training.
- Opportunity to discuss any achievements and worries around managing violent, aggressive, and controlling behaviours with an NVR Practitioner.
- Meet other carers and guardians for support and sharing experiences of NVR.

Course details

Dates TBC

Times: 1 x 2-hour session 10.00am-12.00pm

Training Provider: Clea Newman,
Fostering Service Manager

Non-Violent Resistance: An Overview for Foster Carers / Special Guardians (FC)

NVR is an eight-week programme designed to offer practical ideas for parents/carers who find themselves dealing with children who show forms of violent, challenging, non-functional and (self) destructive behaviour. NVR is about working with parents/carers.

Participants must agree to attend all eight sessions.

Learning outcomes

- To understand the principles of NVR.
- Support parents in identifying self-care as priority.
- Develop a small support network around the family, encompassing, where appropriate, to act as witnesses, stress buffers for carers and provide emotional support in other capacities.
- Reduce aggressive or destructive behaviour in the home environment.
- Reduce the risk of escalation.
- Support reconciliation between parent and child.

Course details

- 8th, 15th, 22nd May, 5th, 12th, 19th, 26th June, 3rd July 2024, Virtual
 - Further dates TBC
- Times:** 8 x ½ days 10:00-12.00
Training Provider: Norfolk Fostering Team

Nurturing Resilience (FC/R)

This four-week course is for people caring for children who have relationship difficulties, especially children and young people who have experienced attachment problems, trauma, loss and / or separation early in their life.

The course introduces carers to four challenges of caring for a child whose ability and capacity to emotionally connect to another person has been compromised –

1. The child experiencing blocked trust.
2. The child fearing an interactive, responsive, and reciprocal relationship with an adult
3. The child experiencing high levels of shame.
4. The child who hides their attachment and relationship needs behind challenging behaviour.

Learning outcomes

This event will enable you to:

- Gain an understanding of some of the parenting challenges facing foster carers.
- Explore ways of building emotional connections with the child/ren.
- Understand how to provide support for behaviour alongside building emotional connections.

Course details

- 2nd, 9th, 16th, 23rd May 2024, F2F, Norwich
- 10th, 17th, 24th September, 1st October 2024, Virtual
- 23rd, 30th January, 6th, 13th, 27th February, 6th, 13th, 20th March 2025, Virtual (evening)
- 3rd, 10th, 17th, 24th March 2025, Virtual

Times: 4 x 3 hours 10.00–13.00
8 x 2 hours 19.00-21.00

Training Provider: Norfolk Fostering Services, Children's Services Learning & Development

Stepping Stones

This seven-week course has been developed to cover basic information about the fostering task, enhancing and expanding knowledge gained from the Skills to Foster pre-approval course. It is primarily aimed at newly approved carers but will be very useful for carers moving from independent agencies to gain knowledge about fostering with Norfolk County Council (NCC).

The course is also a very useful refresher for more experienced carers, and for Newly Qualified Social Workers (NQSW) thinking of working in Fostering. Supervising Social Workers will also find the course helpful.

It is a modular course running over seven weeks looking at various aspects of a child's journey through the care system and covers the following topics;

- Finances, including, tax, National Insurance, fostering payments, foster carers charter, child's journey through care.
- Legal proceedings, court hearings, care status, acronyms and definitions.
- Family time with birth families, memory work/life story work.
- Recording & paperwork, including electronic recording, data protection, medical records, confidentiality.
- Moving on, care planning including bridging tasks, reunification plans, staying put, independence.

Learning outcomes

- Have an increased knowledge and understanding of common fostering tasks and expectations.
- Increase understanding of the importance of record keeping/confidentiality/data protection.
- Give carers confidence to advocate on behalf of the child/young person in their care.
- Enable carers to have a better understanding of the care system and those who work within it.

Course details

- 19th, 26th April, 3rd, 10th, 17th, 24th May & 7th June, F2F, Norwich **Times:** 10.00-13.00

- 4th, 11th, 18th October, 8th, 15th, 22nd, 29th November, Kings Lynn
- 31st January, 7th, 14th, 28th February, 7th, 14th, 21st March 2025, F2F, Norwich

Training Provider: Foster carer trainers and Norfolk Fostering Services

Substance and Alcohol Misuse/Drug Paraphernalia (CS)

This 2-hour training will raise awareness of substance and alcohol misuse, and its impact on children and families we work with. It will provide practitioners insight into the most common substances seen locally in Norfolk such as Heroin, Cocaine, and alcohol, and to see a selection of the equipment and paraphernalia used in certain drug use.

The course is offered face to face or virtually.

Learning outcomes

- To be familiar with local provision for drug and alcohol treatment.
- To understand the physical and psychological risks of alcohol use.
- To understand the physical and psychological risks of illicit drug use including Heroin and Cocaine.
- To understand the risks of a parent or guardians substance misuse to a child.
- To understand what to do in the event of an overdose.
- To know how and when to make a referral

Course details

- Dates to be advised

Times: 10.30–12.30 or 14.00–16.00

Supporting Children and Young People’s Mental Health (CS)

Along with a general overview of mental health and an understanding of emotional regulation, this course also covers topics specifically useful to individuals who support children and young people such as Adolescent Brain Development, Attachment Theory, Self-Compassion and Creating Positive Relationships.

Learning outcomes

- To develop knowledge around mental health, well-being, and why we become ‘unwell’.
- To develop understanding of experiences like depression and anxiety and better understand how to support people (particularly young people).

- To increase confidence in support skills to help people in distress sensitively and appropriately.
- To explore resources and services that support people managing their mental health.

Course details

- Dates to be advised

Times: Face to Face course, 9.30–16.30
Virtual course, 2 x 4-hour sessions, 10.00-14.00

Training Provider: Norfolk & Waveney MIND

Tools to support Children and Adults with Communication Differences (CS)

This course will enable practitioners to develop their communication skills so they can effectively support those with communication differences. This will ensure the voice of the person is heard and appropriately responded to.

Learning outcomes

- Learners will understand why it is important to adapt their communication style to support those with communication differences.
- Learners will explore a range of communication tools and how these can be adapted to be person centred.
- Learners will understand the importance of preparation, developing relationships, and self-awareness and reflection.
- Learners will identify the importance of creating a calm and safe environment.

Course details

- 9th July 2024, F2F, Norwich
- 20th September 2024, F2F, Norwich
- 16th October 2024, F2F, Norwich

Times: 09:30-17.00

Training Provider: AC Learn L&D Consultants

Trauma Informed Care for Foster Families

Facilitated by Specialist Nurses for Looked After Children (NHS) this will be a 3hr training session, face to face, all about Trauma Informed Care for Norfolk County Council foster families.

We will introduce ourselves and the role of the LAC Health Teams and the purpose of the annual statutory health assessments. We see children between 5-18years old.

We will explore what trauma is and the forms it can take, how this affects the physiology of a child and their emotional responses and what you may see in their behaviours.

Every child is unique and there will be an opportunity for you to share your personal experiences and we will be able to give advice and signpost to relevant organisations that could support you and your child.

We will explore what we mean by secondary trauma and how you can keep yourself emotionally safe and well.

We will explore coping strategies, self-care and the importance of relationships.

We will also have a representative from J G Plummer's dental practices to talk about how to support your child with oral health.

Learning outcomes

This course will enable you to have:

- An understanding of trauma and the physical and emotional impact this can have on a child. An understanding of secondary trauma.
- Coping strategies for you and your child.
- Understanding the role of the LAC Health Team and the purpose of the Review Health Assessments.

Course details

- 8th May 2024, Norwich
- 17th July 2024, Dereham
- 23rd October, Gt Yarmouth

Times: 10.00 – 13.00

Training Provider: LAC Health Team

Understanding Autism for Children's Services and Adults Social Services

The 'Understanding Autism' virtual, tutor-led course follows on from the e-learning module 'Autism Awareness'. It gives you a more in-depth knowledge of practical ways to support autistic people, who may have sensory and/or communication differences. It explores ways in which we can alter or change environments and communicate information to be more accessible. Focusing on a person-centred approach the course looks at a person's strengths and why we should be autism aware.

You can attend either a 1 full day session or 2 consecutive morning or afternoon courses.

Please note you will need to complete the E-Learning module "Autism Awareness" before you can book onto this course.

Learning outcomes

This course will enable you to:

- Use appropriate communication skills when supporting an autistic person.
- Support families and friends and make best use of their expert knowledge of the person.
- Recognise when an autistic person is experiencing stress and anxiety and support them with this.
- Recognise sensory needs and differences of an autistic person.
- Support the development of social interaction skills.
- Provide support with transitions and significant life events.
- Understand the issues which arise from co-occurrence of mental health conditions and autism.
- Support people with autism to gain and maintain employment (where appropriate).

Course details

- 22nd May 2024, Virtual
- 12th June 2024, Virtual
- 26th June 2024, Virtual
- 11th July 2024, Virtual
- 18th July 2024, Virtual

Times: Full day: 10.00 – 17.00

Understanding Self Harm and Suicide Prevention in Children and Young People (FC)

The course, which is suitable for anyone working with young people, will look at the stereotypes, myths and reality surrounding self-harm, suicide, young people's experiences, consider risk factors and building resilience in practice. The course will also cover the practical skills in knowing what to do if a young person is thinking about ending their life. This course is offered as Virtual or Face to Face sessions. Please check that you are booking the correct training offering of your preference.

Learning outcomes

- To understand self-harm and suicide risk in children and young people.
- To be aware of different ways of supporting children and young people with self-harm/suicide issues.
- To feel confident in responding appropriately to children and young people who self-harm or are at risk of suicide.
- To understand appropriate boundaries of your professional role in supporting children and young people with self-harm/suicide.

Course details

Dates to be confirmed

Times: 1 x 3-hour session, 9.30 – 12.30

Training Provider: Bianca Fingerberry

Working with Teenagers (formerly Teenage Challenging Behaviours) (FC/R)

Being a teenager is tough, being a parent to a teenager can feel even tougher, but being a teenager who is also carrying the additional weight of trauma and adverse childhood experiences is tougher than both combined.

This course looks at some of the difficulties that all teenagers face but also, how growing up in care can exacerbate the already very difficult developmental changes and stages of adolescence.

Tools and tips are provided to aid understanding and to nurture a new way of thinking about teenagers and their external behavioural expressions whilst always linking how they behave to how they feel.

Learning outcomes

By the end of this course, you will:

- Be able to define challenging behaviours.
- Have a deeper understanding of life in care from a teenage perspective.
- Have a greater understanding so you can decode challenging behaviours.
- Be able to respond and communicate with teenagers.

Course details

- 19th June 2024, Virtual
 - 12th September, Virtual
 - 3rd December 2024, Virtual
 - 13th March 2025, virtual
- Times:** 1 x ½ day 10.00am–14.00pm
- Training Provider:** Scott King,
Section 31 Training

E-Learning Courses

Our E-Learning courses are provided by FosteringTraining.com who provide a wide range of courses.

The courses provide:

- an online assessment which evaluates learning,
- downloadable worksheets that can be kept as a useful resource, and
- a printable certificate upon successful completion, which can be used as evidence in your CPD portfolio.

To access any of the online courses, please email fostercarerslearningsupport@norfolk.gov.uk with details of the courses you wish to complete.

An account will be created for you. Log in details will be emailed directly to you from the company. We recommend changing your password! You will receive an automated reminder email every 30 days to let you know your progress on the course.

We regularly check the progress of learners. If after 3 months you have not started the course, the license will be revoked, and you will have to reapply to complete the training.

It is possible to complete some of your mandatory learning using the E-Learning courses.

Essential Course	E-Learning Course
Child Exploitation	Child Sexual Exploitation County Lines Missing from Care
Diversity & Intercultural Awareness	Diversity and equality Introduction to LGBTQ+ identity and issues
Initial Safeguarding	Safeguarding and Safer Care Recognising and responding to abuse
Updating Safeguarding Practice	Advanced Safeguarding

Further details can be found at: www.norfolk.fosteringtraining.com



The Norfolk Safeguarding Children’s Partnership run a wide variety of courses, in different locations across the county. These courses are not bespoke for foster carers, you will be learning and working with a host of other social care professionals, a great opportunity to network and learn with others. The courses are full day courses, and will run from 9.30 – 4.30 pm. You will need to be able to attend the whole day to gain a certificate.

Courses include:

- Child Sexual Abuse
- Domestic Abuse
- Emotional Wellbeing
- Every Relationship Matters in Norfolk
- Gangs, County Lines, and Serious Youth Violence – Awareness and Prevention
- Gypsy Roma Traveller (GRT) Cultural Awareness Training
- Harmful Sexual Behaviour in children and young people with a learning disability
- Neglect
- Safeguarding Children with Disabilities
- Substance Misuse within the family
- The Voice of the Child
- Vulnerable Adolescents

To see the full range of courses available, and to book onto a course, please visit <https://www.norfolkscb.org>

Enter “The NSCP Learning Zone” and click on NSCB training. You can download the NSCB brochure, or you can see a full list of courses when you go into the booking system.

How do I book NSCP training?

For individual places on NSCP courses please access the on-line booking system.

<https://www.norfolkscb.org/nscb-booking/nscb-booking-training/>

Please ensure you complete all required fields. If you are a foster carer, your manager is your Supervising Social Worker. An authorisation email will be sent to your manager, so please ensure you type their email address correctly. Until your manager has authorised the application, it will not be considered for short listing, which will take place 6 weeks before the course is due to run.

Small Print

We hope that you find the courses being offered useful and enjoyable: constructive feedback is always appreciated. You can send feedback to fostercarerlearningsupport@norfolk.gov.uk. Occasionally we will be offering other training opportunities in addition to this programme. Details of these will be emailed to you, and your Supervising Social Worker.

CONFIDENTIALITY

Delegates who participate in the training programme will be encouraged to discuss children in care as part of the training. However, all participants must respect confidentiality of this information. This includes discussing the children's information, or the people caring for them, with other foster carers outside of the training room. Where there are concerns arising from information shared on a training programme, in respect of anyone's practice, this will be referred by the trainers to the relevant Supervising Social Worker or Team Manager.

EXPECTATIONS

If you attend any of the courses advertised in this brochure you can expect:

- The course to be delivered by people with knowledge and expertise in the subject.
- To be treated in a professional manner.
- For the course to start and finish on time.
- At the end of each training course, we will ask you for honest feedback: constructive criticism is appreciated to improve future courses.
- To receive clear joining instructions.

In return our expectations of you are that:

- You will behave in a professional manner.
- You will respect confidentiality.
- You will join in with the course activities and discussions – you will get much more from the course if you do.

- You will respect other people on the course and if you disagree with what they say, you will challenge the view, not the person.
- You will respect every participant's right to have their say and will give full attention to whoever is speaking.
- You will limit mobile phone use to emergencies only, minimising disturbance for other participants.
- You will arrive on time unless there are exceptional circumstances. For virtual learning, please ensure that you are logged on 5 minutes before the course start time and that the screen name is yours.
- You will let fostercarerslearningsupport@norfolk.gov.uk know if you are unable to attend.