

Fostering Core Training Programme Brochure



Foster Carer 'Core' Training Programme

The training programme includes courses that are either essential or recommended learning for foster carers. This 'core training offer' is provided each year. We expect carers to undertake some courses within the first 12 months of registration; these are clearly marked as 'PRIORITY'. We expect carers to undertake all other 'essential' courses within a maximum of 6 years.

Supported Lodgings Training Programme

Supported Lodging carers can access all courses. There are some courses that are essential for Supported Lodgings carers, these are highlighted in the programme.



Contents page

Contents

Introduction to the Fostering Programme	4
Carers Priority Training	5
Training Courses	6
Anxiety and Trauma.....	6
Attachment Through Play and Connection.....	7
Child Development.....	8
Connection and Loss	9
Family Time.....	10
Neuropsychology of Parenting Traumatised Children	11
Neuroscience.....	12
Reflective Therapeutic Parenting	13
Teens, Troubles and Trauma: Putting Theory into Practice	14
Achieving Health and Wellbeing of Children in Care	15
Education Matters – Introduction	16
Education Matters Advanced/ Trauma & Perceptive Practice.....	17
Equality and Diversity in Foster Care.....	18
First Aid Awareness	19
Introduction to Fostering in Essex	20
Non-Violent Resistance	21
Parent and Child Placements	22
Record Keeping.....	23
Transitions from Fostering to Adoption.....	24
Understanding Child Exploitation, Risk in the Community including Online Harm.....	25
Health and Safety in the Home.....	26
Protecting Children and Young People	27
Recognising Gang Related Culture.....	28
Safer Caring.....	30
Prevent duty training: Learn how to support people vulnerable to radicalisation - E-Learning	31
Makaton – Beginners	32
Makaton – Follow On	34
Autism Awareness Workshop.....	35
Relationship & Sex education (RSE) for Young people with SEND.....	34



Finding my voice, better communication workshop.....35
Navigating SEND for foster and short break carers.....36
Resources.....37



Introduction to the fostering programme

Core learning for foster carers is divided into pathways:

- Trauma-informed therapeutic parenting
- The fostering role
- Safeguarding

The pathways are equally important and to ensure a broad range of learning, foster carers must choose courses from each pathway within each year. This will ensure effective development of your knowledge and skills.

The training programme includes courses that are either priority or recommended learning for carers. We expect carers to undertake some courses within the first 12 months of registration; these are clearly marked as 'PRIORITY'. We expect carers to undertake all other 'recommended' courses within a maximum of 6 years.

All newly approved carers should complete a minimum of 6 training/learning activities in their first 12 months of approval or within 18 months for short breaks or 'narrow' approved carers.

All newly approved Supported Lodgings carers should complete a minimum of 3 training/learning activities including mandatory WRAP training.

After the first 12 months, all carers, including Supported Lodgings carers, should complete a minimum of 3 training/learning activities a year for the duration of their continued registration.

It is important that foster carer's learning needs are discussed with their allocated supervising social worker. The Personal Development Plan (PDP) document, which is updated annually, should enable effective discussions to take place in order to prioritise learning needs each year and identify the most relevant learning from each pathway.

Training for foster carers is now accessed using the curriculums below. Please ensure you select the correct curriculum for your role. If there are any issues with accessing training within your curriculum, please contact

ESCA@essex.gov.uk

- [Foster Carer 1 Curriculum](#)
- [Foster Carer 2 Curriculum](#)
- [Supported Lodgings Carer](#)



Carers priority training

Carer 1

- **Achieving Health and Wellbeing of Children in Care**
- **Child Development E-Learning & Child Development**
- **Connection & Loss**
- **Education Matters – Introduction**
- **Equality and Diversity in Foster Care**
- **Family Time**
- **First Aid Awareness**
- **Health and Safety in the home**
- **Introduction to Fostering in Essex**
- **Neuropsychology of Parenting Traumatized Children**
- **Neuroscience**
- **Protecting Children and Young People**
- **Wrap ‘Prevent’ E-Learning**
- **Record Keeping**
- **Safer Caring – Caring for Self and others**

Carer 2

- **Child Development E-Learning & Child Development**
- **Health and Safety in the home**
- **Neuroscience**
- **Protecting Children and Young People**

Supported Lodgings

- **Child Development E-Learning & Child Development**
- **First Aid Awareness**
- **Protecting Children and Young People**
- **Safer Caring – Caring for Self and others**
- **WRAP ‘Prevent’ E-Learning**



Training courses

Anxiety and trauma

The course hopes to foster thinking about anxiety in the context of trauma and how to be curious about it and its origin. We will explore how to recognise anxiety in ourselves and others, particularly when it manifests in an unusual or unexpected manner. The course hopes to improve understanding about how we might engage with and manage these feelings and fears.

Anxiety and Trauma must be completed by all Foster Carers and Supported Lodgings Carers.

This is a priority course for Supported Lodgings carers.

Date & Location	Timings	Training Provider/Trainer
6 th & 7 th February 2025 (Virtual)	09:30am-14:30pm	Essex County Council – Emma Hedley & Neil Pledger



Attachment through play and connection

This therapeutic training course is designed to teach the basics of prompting attachment and bond with traumatised children of all ages using play techniques.

This course is ideal for Foster Carers of all experiences and professionals who are supporting foster placements.

Date & Location	Timings	Training Provider/Trainer
To be confirmed	09:30am-14:30pm	Essex County Council - Chris Broad



Child development

This course will provide you with an understanding of the basis of child development by looking at four main areas, being social/emotional, cognitive, language and physical development and their various stages.

Learners have to complete the pre-requisite [Child Development E-Learning](#) before attending this course. You will also need to complete 11 short videos and an activity sheet prior to attending the training. These are available in your curriculum in My Learning. The videos will take a total of 3.5 hours to complete and range in duration from 8 minutes to a maximum of 31 minutes. The aim is to provide you with flexibility to complete these in a way which works for you.

This course is delivered by our quadrant psychologists and forms the foundation for our trauma-informed and therapeutic approach to parenting.

Please note: This course is a priority for all carers and supported lodgings carers.

For foster carers, this course is to be completed within the first year of registration by at least 1 foster carer in the household. For Supported Lodgings carers, this course is to be completed within 2 years of registration.

Date & Location	Timings	Training Provider/Trainer
13 th February 2025 (Virtual)	18:00pm – 21:00pm	Essex County Council – Barbara Canepa



Connection and loss

The course will explore connection, loss, and the impact of trauma on these fundamental aspects of the human condition.

This course will provide knowledge on how we connect and make sense of ourselves, others, and the world around us. Connecting with children who have experienced abuse, neglect, trauma and loss and putting theory into practice.

This is a priority course for carer 1.

Date & Location	Timings	Training Provider/Trainer
10 th & 17 th March 2025 (Chelmsford)	10:00am-14:30pm	Essex County Council - Caroline Martinez and Sarah Hitchcock



Family time

This training is designed to help Foster Carers understand and put into practice therapeutic re-parenting strategies to support children and young people with histories of trauma, separation and loss and the impact of Family Time.

This is a priority course for carer 1.

Date & Location	Timings	Training Provider/Trainer
4 th February 2025 (Colchester)	10:00am-14:30pm	Essex County Council -Lisa Napier, Alison Newell and Adriana Aldrich
30 th April 2025 (Harlow)	10:00am-14:30pm	Essex County Council - Lisa Napier, Omolola Ogunsola, Caroline Pacuraru



Neuropsychology of parenting traumatised children

Therapeutically, reparenting a traumatised child is a very different experience than parenting children who have not had trauma in their lives. This training is designed to help foster carers understand why, by explaining some of the neurological and psychological factors involved in traumatised children's blocked trust. These factors will also be considered in relation to why carers can develop blocked care.

This course introduces ideas and strategies based around the PACE (Playfulness, Acceptance, Curiosity and Empathy) model. As a result, the participants will be equipped with a new "lens" to interpret children and young people's behaviour, as well as tools to "feel and deal." It will also equip them with ways to keep perspective, both day to day and during difficult times while fostering.

Please note: - Participants must have attended [Child Development](#) and [Neuroscience](#) courses and complete an eLearning course prior to attending this course, as the course builds on the knowledge gained in the courses.

This is a priority course for carer 1.

Date & Location	Timings	Training Provider/Trainer
4 th , 6 th & 11 th March 2025 (Chelmsford)	10:00am-13:30pm	Essex County Council - Ruth McGugan



Neuroscience

The aim is to provide an insight into neuroscience and child brain development in order to provide participants with an understanding of the effects of attachment disorders, neglect and abuse and childhood mental health concerns.

The outcome of this would be for participants to improve their practice with vulnerable people in order to improve their welfare and outcomes.

This is a priority course for carer 1 and carer 2.

Date & Location	Timings	Training Provider/Trainer
To be confirmed	09:30am - 14:00pm	Alex Hassett



Reflective therapeutic parenting

Being a foster carer can be a rewarding but often challenging role. The children and young people that come into your care come with complex emotional needs.

This course builds on the knowledge and skills you have previously developed in your role as a foster carer. It is designed to be an interactive and collaborative programme that encourages you to walk in the shoes of the child and to notice your own reactions and responses in your relationship with your child. It aims to enhance your understanding of what 'therapeutic re-parenting' is and to develop your confidence in putting some new strategies and techniques into practice so that you can effectively support a child using a reflective, connected and attuned approach.

Please note - Participants must have attended [Connection & Loss](#) as a pre-requisite to attending this programme.

Post course - you will be required to attend a follow-up meeting along with your SSW to discuss the learning and explore how ongoing supervision will support ongoing learning needs.

Date & Location	Timings	Training Provider/Trainer
To be confirmed	09:30am - 14:30pm	Essex County Council- Clare Long & Sharon Waller



Teens, troubles and trauma: putting theory into practice

This training is designed to help Foster Carers understand and put into practice therapeutic re-parenting strategies that help teenagers with histories of trauma, separation and loss.

The course invites participants to consider what they can do to help and manage the day-to-day challenges of looking after a teen in foster care.

Please note: - Participants must have attended Child Development and Neuroscience courses prior to attending this course as this course builds on the knowledge gained in the two courses.

Date & Location	Timings	Training Provider/Trainer
To be confirmed	10:00am-14:30pm	Essex County Council - Teresa Sanz



Achieving health and wellbeing of children in care

This course provides an overview of the physical and emotional health and welfare needs of children who are in care and how carers can work towards meeting them.

This course will support Foster Carers to understand their role in improving the health of looked after children, provide knowledge of healthcare services and locally established links. Foster Carers will be able to identify concerns in relation to a child's health and wellbeing and know how to access help and understand the importance in and how to initiate health promoting activities.

This is a priority course for Carer 1.

Dates coming soon!

[Click here and click notify me to be advised of dates when they become available](#)



Education matters – introduction

This course provides an overview of how to engage and support your child with their education including a section on how attachment can affect learning. This course will also provide details on working in partnership with school and the Local Authority to maximise positive education outcome and supporting your child with post 16 choices.

This is a priority course for carer 1.

Date & Location	Timings	Training Provider/Trainer
2 nd February 2025 (Virtual)	10:00am-12:30pm	Essex County Council – Lynsey Swan & Scott Wallis



Education matters advanced/ trauma & perceptive practice

This course provides an overview of how to engage and support your child with their education including a section on how attachment can affect learning.

This course will also provide details on working in partnership with school and the Local Authority to maximise positive education outcome and supporting your child with post 16 choices.

Date & Location	Timings	Training Provider/Trainer
To be confirmed	10:00am- 13:00pm	Essex County Council - Leonora Engers



Equality and diversity in foster care

This course will provide understanding of Equality and Diversity legislation and an increased understanding of how to promote equality, tackle discrimination and foster good relationships between diverse groups/individuals.

This course will help Foster Carers understand the different types of prejudice and discrimination that can affect children in care, the importance of providing care that respects and preserves each child's characteristics as defined in the Equality Act 2010, how they can support and encourage children and young people to develop skills to deal with discrimination. This course aims to give carers confidence in discussing issues of inequality with children and young people plus significant others.

This is a priority course for carer 1.

Date & Location	Timings	Training Provider/Trainer
18 th March 2025 (Virtual)	10am-14:00pm	Equality & Diversity UK



First aid awareness

This course provides knowledge of basic first aid for carers. This is a compulsory course and should be undertaken by all carers once every three years and prior to carers being approved.

This course aims to help carers understand the age definitions of an infant, child and adult, the aims of first aid, the steps required in accident management, how to deal with a range of different situations and conditions and the information required when reporting an accident.

This is a priority for all foster carers and Supported Lodgings carers.

Date & Location	Timings	Training Provider/Trainer
10 th February 2025 (Colchester)	10:00am-14:30pm	ACL - Sarah Avery
3 rd March 2025 (Brentwood)	10:00am-14:30pm	ACL - Abbie Jones
19 th March 2025 (Brentwood)	10:00am-14:30pm	ACL - Abbie Jones
24 th March 2025 (Colchester)	10:00am-14:30pm	ACL - Abbie Jones



Introduction to fostering in Essex

This course provides an introduction to the Fostering Service in Essex.

This course will help to support the Foster Carers to understand the roles and services within Essex County Council that they will be working with. Give them confidence in and where to access further information in supporting them as a Foster Carer; the different methods of accessing learning and development opportunities and provide an understanding of the role of a foster carer and expectations of them in caring for children and young people.

This is a priority course for carer 1.

Date & Location	Timings	Training Provider/Trainer
6 th March 2025 (Virtual)	09:30am-14:30pm	Essex County Council - Mark Hagon



Non-violent resistance (NVR)

The NVR course aims to offer a series of tools and techniques to support foster carers of children and young people who display difficult attitudes and behaviours. Carers are guided through a set of core principles based on the idea of carefully planned actions which will support them to manage their own and their children's emotions during stressful situations. As carers gain greater confidence and self-control, this enables difficult issues to be addressed in an effective manner through a process of increasing parental presence. As parental presence grows, the relationship between carer and child becomes stronger and more secure.

The course is comprised of a briefing and 10 two-hour sessions, taking place once a week. Foster carers will need to commit to attending all 10 sessions in order to successfully complete the course.

Places allocated by nomination.



Parent and child placements

The 3-hour workshop is delivered following the completion of the eLearning course and must have had an assessment to ensure that the home and family are suitable for this type of placement.

This course aims to develop an understanding of the need for and importance of parent and child fostering placements and to understand and develop the skills that carers need to have to be able to offer effective parent and child placements.

[Click here to log in to My Learning and click notify me to be advised of dates when they become available.](#)

Date & Location	Timings	Training Provider/Trainer
To be confirmed	10:00pm-14:00pm	Essex County Council – Corrie Castleman, Tania Gouden, Omobolaji Omisade

To book please email your Supervising Social Worker.



Record keeping

The aim of this course is to Outline and Explore the requirements of record keeping for foster carers.

The objectives of this course are to provide an understanding of the legal, regulatory and policy context that impact on record keeping for Foster Carers; and to clarify the responsibilities of Foster Carers in terms of record keeping, reporting and information sharing. This course will also increase knowledge and understanding of what information needs to be recorded and when and how this can be done.

This is a priority course for carer 1.

Date & Location	Timings	Training Provider/Trainer
20 th March 2025 (Virtual)	10:00am - 12:30pm	Essex County Council - Mark Hagon, Clare Callow, Viv Minor



Transitions from fostering to adoption

The workshop will focus on support for the child, foster carers and adopters in the transition process from foster care to adoption.

The working relationship between the foster carer and adopter is key in managing the loss that this transition incurs for the child. The supervising social worker, child and adoption social workers are key role players in this process.

Date & Location	Timings	Training Provider/Trainer
To be confirmed	09:30am-14:00pm	Essex County Council - Edel Hegarty & Cindy Nightingale



Understanding child exploitation, risk in the community including online harm

This course will support you in understanding different types of harm that young people may experience outside of the home and the push/pull factors for young people, which will increase safety and support for foster carers and the young people they care for

Date & Location	Timings	Training Provider/Trainer
To be confirmed	10am-14:30pm	Essex County Council – Dan Lassey & Suzie Hampton



Health and safety in the home

This course provides guidance on health and safety when caring for children in a domestic environment.

This course aims to support carers understand the most potentially dangerous areas and hazards inside and the outside of the home, the possible hazards in specific areas of the home, the importance of following the reporting procedures and maintaining first aid equipment, that you must have a completed fire safety risk assessment and an evacuation plan and knowledge of child development in relation to managing health and safety in the home.

Date & Location	Timings	Training Provider/Trainer
To be confirmed	09:30am-14:30pm	ACL - Joahne Cousins



Protecting children and young people

This course is to provide an understanding of the Essex Safeguarding Children Board (ESCB) regulations when caring for looked after children.

This course will support carers to understand the legislation and guidance that is in place to support children and young people, the definitions of abuse and ability to recognise the signs and symptoms of abuse and the vulnerabilities that children in care may face.

Also, how to deal with disclosures, the procedures regarding allegations and the role of a foster carer in safeguarding children & young people.

This is a priority for all foster carers and Supported Lodgings carers.

Date & Location	Timings	Training Provider/Trainer
4 th February 2025 (Virtual)	09:30am-14:30pm	Cornerstone Training & Support - Joahne Cousins
27 th March 2025 (Virtual)	09:30am-14:30pm	Cornerstone Training & Support - Joahne Cousins



Recognising gang related culture

The purpose of the training is to increase awareness and gain knowledge on how to recognise signs of when young people become affiliated with co-offending groups, gangs and / or serious youth violence. Specifically developed for Foster Carers, a crucial element of this training includes identifying the subtlety of grooming, involvement and exploitation.

The course then examines exit points with the crucial aim of empowering care givers to challenge where necessary and working in partnership with available agencies so that the carers are not only more aware but better prepared and can improve the outcome of children in their guardianship.

No dates available.

Date & Location	Timings	Training Provider/Trainer
26 th February 2025 (Virtual)	18:30pm-20:30pm	Smart Training & Consultancy - Junior Smart





Essex County Council

Safer caring

This course will provide you with understanding the legal context of safer caring, the relationship between keeping children safe & keeping you and your family safe.

This course will support carers in knowing how to think about risk and work with risk in a positive way, considering children with special needs, understand the wider context of keeping children safe: running away, bullying and online safety and understand what happens when concerns are raised/allegations made and the processes for managing these.

This is a priority course for carer 1 and supported lodgings carers.

Date & Location	Timings	Training Provider/Trainer
27 th February 2025 (Virtual)	18:00- 21:00pm	Essex County Council – Vera Moag
5 th March 2025 (Basildon)	10:00am – 13:30pm	Essex County Council – Ismail Jama, Jacqui Martin & Jo Whitlock
27 th March 2025 (Harlow)	10:00am – 13:30pm	Essex County Council – Viv & Debra Sandom
28 th March 2025 (Colchester)	10:00am – 13:30pm	Essex County Council – Vera Moag & Lisa Napier



Prevent duty training (updated Aug 2023): Learn how to support people vulnerable to radicalisation - E-Learning

Prevent is part of the Government Counter-Terrorism Strategy (CONTEST). It is designed to tackle the problem of terrorism at its roots, preventing people from supporting terrorism or becoming involved in terrorism themselves.

WRAP is designed to help make you aware of your contribution in preventing vulnerable people being exploited for extremist or terrorist purposes. This gives understanding of the processes used by those who radicalise individuals and ensures that you are aware of whom to contact within Essex County Council to discuss any concerns.

[E-Learning - Click here to log in to My Learning and complete this training](#)

This is a priority course for supported lodgings carers.



Makaton – beginners

This is a beginners course for parents, carers and those interested in learning Makaton. You will learn signs and symbols from the Makaton Vocabulary and learn how to use this to support people with communication difficulties. No previous experience of Makaton is required. You will need to complete this course to progress to Makaton Foundation Level 2. A Makaton certificate is awarded for those that have full attendance to the course.

This course covers signing for 200 words.

Course Objectives

By the end of the course you will be able to:

- Confidently sign Makaton Level 1- 4 and the Additional Vocabulary using key word sentence speech
- To be familiar with the symbols in the above level and the design themes
- To be able to use non-verbal communication and finger spelling
- To be aware of aspects of Makaton including; knowing about its history and design, how it differs from other communication system, how it supports individuals with communication difficulties and how to teach
- Be aware of further training, resources and support

No dates available.

[Click here to log in to My Learning and click notify me to be advised of dates when they become available](#)





Essex County Council

Makaton – follow On

This course covers signing for the next 200 words.

No dates available.

[Click here to log in to My Learning and click notify me to be advised of dates when they become available](#)



Autism awareness workshop

This autism awareness training will cover an introduction to:

- Functioning labels and profiles.
- The Strengths Based Approach.
- The importance of person-centred communication.
- Sensory Processing and autism.
- Meltdowns, shutdowns and distressed behaviours.
- Restrictive and Repetitive Behaviour and Interest's.
- The use of positive and proactive strategies.
- The use of person-centred approaches.

During the session we will discuss many different areas and aspects to Autism and then apply that knowledge using case studies and discussions.

This course is open to all foster carers and supported lodgings carers

Date & Location	Timings	Training Provider/Trainer
27th February 2025 (Virtual)	10am-13:00pm	Essex County Council - Lorna Jones, Clare Lee, Becky Cunningham, Lynette Chaplin



Relationship & sex education (RSE) for young people with SEND

This training will cover:

Understand why we need to talk to young people, and specifically looked after children, about sexual health.

Explore scenarios and statistics related to young people in care and disabled and neurodivergent young people.

Develop your skills to support young people to achieve safe, healthy, happy relationships and sex.

Explore various ways to introduce topics such as sexually transmitted infections, contraception, keeping young people safe, sexuality and gender.

Understand your own values in relation to sexual health.

Recognise the rights of the disabled and neurodivergent young people in education.

Date & Location	Timings	Training Provider/Trainer
To be confirmed	10am-14:00pm	Brook at Essex Sexual Health Service, Rosie Burridge



Finding my voice, better communication workshop

This session is aimed at foster carers & residential workers who are supporting young people with communication needs.

This session will cover:

- For you to understand the importance of visual aids and communication tools
- To know how and where you can access visual aids and communication tools
- To understand how & when to use the visual aids and communication tools

Date & Location	Timings	Training Provider/Trainer
To be confirmed	10am- 13:00pm	Essex County Council - Sara Sparling



Navigating SEND for foster and short break carers

This training will cover:

- Exploring the myths around SEND and EHC plans
- Navigating a child's SEND educational and social care journey
- Preparing for Adulthood
- The role of foster and respite carer in educational planning

Date & Location	Timings	Training Provider/Trainer
To be confirmed	10am- 13:00pm	Essex County Council, Leanora Engers



Resources

[ESCA Training Etiquette](#)

[Foster Carers E-Learning List](#)

[Foster Carer Personal Development Plan](#)

My Learning User Guides:

- [How to Add External Training](#)
- [How to Add Yourself to a Waiting List on a curriculum](#)
- [How to Enrol on a Course & Search for a Course in a curriculum](#)
- [How to Express an Interest in a Course & Edit an Interest](#)
- [How to Request an E-Learning Course](#)
- [How to View the Events Calendar](#)
- [How to View Course Details & Withdraw](#)

Contact Us:

Essex Social Care Academy

Telephone: 03330138906

Email: esca@essex.gov.uk



Essex County Council