

FOSTER CARER DEVELOPMENT PATHWAY

These flow charts relate to all Foster Carers approved by West Sussex County Council and will be applied within the parameters set out below: -

Approval Process

This includes preparation, 'Skills to Foster' course and your assessment. This is then presented to the Foster Panel for their consideration. If approved, you will then be appointed to Level I.

All courses at Levels I, II and III are linked to the underpinning knowledge required for the Level 3 Diploma for Children and Young People's Workforce and CWDC Standards

Level I

There are eleven foundation courses at Level I. It is mandatory that all approved Foster Carers undertake the First Aid course as soon as practical and it is the only one that is mandatory for all approved carers in the household to attend. We require this, as an emergency could occur for any carer at any time.

For the other foundation courses we encourage all approved carers to attend these, but have a minimum requirement that one approved carer for the household will do so, (the primary carer).

This does mean in practice that single carers will need to attend all the eleven foundation courses, whereas couples have an element of choice. However, if a Foster Care couple are interested in moving through to Level II or if either carer is wanting to progress through to undertaking the Diploma, or might at some stage in the future, then it is a requirement that the "applicant" has undertaken all of the necessary courses. For couples, it is important to give consideration at an early stage to the notion of a "primary carer", if both carers cannot attend all of the foundation courses.

Carers are required to attend these within two years of approval. Once carers have completed these courses they may apply to the County Fostering Accreditation Panel to be appointed to Level II.

Level II

The courses for this level, (other than the Diploma), are mandatory for the primary carer, and must be completed within two years of being appointed to level II. It is however, desirable that all carers in the household attend level II courses.

A carer wishing to progress through to Level III must undertake and be awarded a Level 3 Diploma for Children and Young People's Workforce, **and have completed all the Level II pathway courses** before they can apply.

Level III

The course "Direct Work with Children" (4 days) is mandatory and should be completed by the carer with the Diploma within 18 months of attaining Level III.

The County Fostering Accreditation Panel will review those carers wishing to remain at Level III, every three years. This will be based on evidence of work produced that meets the standard and performance criteria at this accreditation level.

Foster Carers who are Level III are expected to start to develop their expertise in their area of approval by extending their training, reading and reflective practice. It is important to note that Foster Carers accredited to Level III, if in employment, should have flexible working arrangements so that they are able to attend meetings, medical and therapy appointments etc., and be available if the child is suspended from school or ill etc.

Level IV

The County Council are no longer receiving applications for Level IV, all current Level IV carers will however be maintained on this level. This decision also has enabled the County Council to have more Level III carers.

Foster Carer Training Profile

Foster Carers are responsible for keeping and updating their 'Foster Carer Training Profile'. Please retain any certificates, awards or details of any APEL that has been approved. Maintenance of records of training undertaken will help with annual reviews and accreditation to the various levels as well as being a record for your own use.

Accreditation of Prior (Experiential) Learning. (Known as APEL)

Where carers have undertaken other courses not accessed through the Foster Carer Development Pathway, you can submit details to establish whether the Department will accept them in-full or in-part as an alternative to the courses specified in the pathway programme. The process is as follows:

- Gather any copies of relevant certificates and course programmes in addition to a written statement reflecting that each course objective, as set out in the training guide, has been met. The onus

is on carers to provide evidence of prior learning that duplicate the learning objectives of the course they wish to APEL. If the objectives have not been fully met, it is expected that course(s) be attended in full.

- Submit the folder to the Foster Care Accreditation Panel via the Chair, Ian Forbes, Children's Services, Centenary House, Durrington Lane, Worthing, West Sussex, BN13 2QB.
- APEL applications will be considered quarterly.
- Panel will APEL relevant courses. In the case of those carers seeking APEL in connection with Level 3 Diploma for Children and Young People's Workforce, the panel will also identify gaps between prior learning and the Diploma. Where 'gaps' have been identified, Foster Carers will need to access the relevant modules via the department's Level 3 Diploma for Children and Young People's Workforce programme.
- Letters will be sent to Foster Carers detailing the outcome of the panel's APEL decision.
- **Training with other Local Authorities**
- The Fostering Service has recently signed a contract with East Sussex and Brighton and Hove in order to broaden the opportunities of training to foster carers.
- We are aware that some foster carers live on the borders of other local authorities, also that each authority runs slightly different courses. It therefore seemed appropriate that we enabled carers to access different courses.
- Each family placement officer will have a copy of East Sussex and Brighton and Hove's training Calendars. If you have a particular training need your family placement social worker can discuss with you whether one of the other local authorities could meet that need.
- Each local authority will circulate training vacancies to each other.
- Applications for the courses are processed in the usual way by sending your forms to our training department.

FOSTER CARER TRAINING PROFILE

Name: _____

Address: _____

Date Approved: Level I - _____

 Level II - _____

 Level III - _____

 Level IV - _____

Level	Course	Date Attended
I	<ul style="list-style-type: none"> ▪ Skills to Foster • Safer Caring • Safeguarding awareness • Internet & Mobile Phone Safety • Fire Safety awareness • First Aid • Care and Legal Aspects for Children in Care • Children's Identity • Record Keeping • Helping Young People Achieve in Education • Contact with Birth Parents • HIV/Hepatitis • Be Healthy 	
II	<ul style="list-style-type: none"> • Total Respect • Preparation for Adult Life • Promoting Positive Mental Health • Sexual Health & Personal Relationships • Caring for Children and Young People who have been Sexually Abused • Avoidance and Diffusion of Challenging Behaviour OR Challenging Needs: A Non Confrontational Approach • Communicating with Adolescents 	
III	<ul style="list-style-type: none"> • Direct Work with Children- In Touch • Secrets of Self Harm • Substance Misuse • Court Skills 	

**ADDITIONAL TRAINING UNDERTAKEN
Non Pathway Courses**

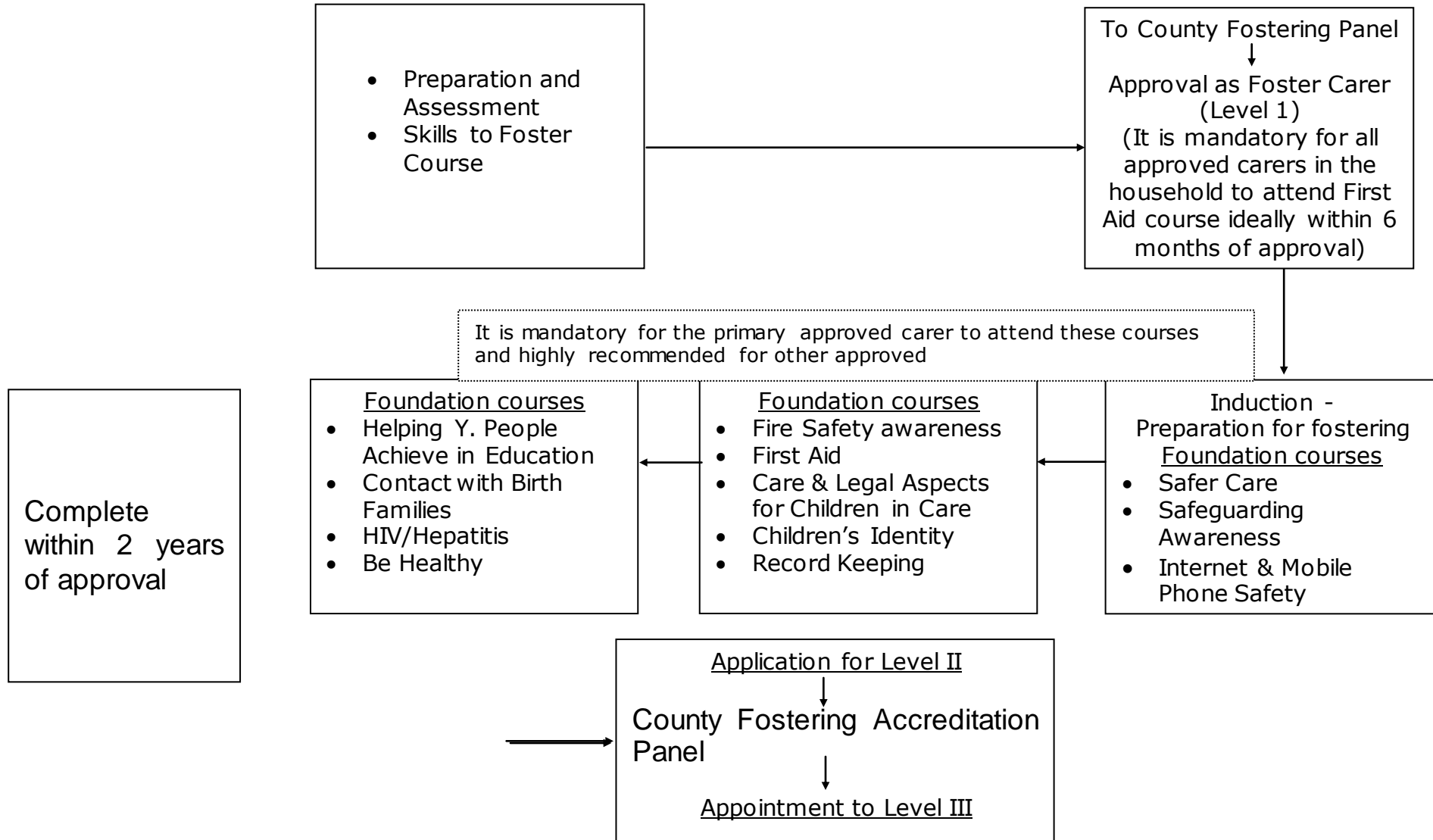
COURSE	AGENCY	DATE

As a Foster Carer you are responsible for keeping your own training records.

Please complete this page and your training profile to keep as your personal record.

WEST SUSSEX DEVELOPMENT PATHWAY

APPROVAL PROCESS



It is mandatory for all primary carers to attend training on Substance Misuse if they take placements where the LAC is over the age of 10

