

2025
2026

Channels & Choices Foster Carer Training Programme





Contents

- [Welcome to Training and Development](#)
- [Training, Support and Development Standards for Foster Carers \(TSD\)](#)
- [Training Folder](#)
- [Individual Development Plan](#)
- [Family Short Stay Carers](#)
- [Mandatory Training & Expectations](#)
 - Pre Panel/Approval
 - Mandatory Courses
 - Level One- **Therapeutic Pathway Stage 1**
 - Level Two- **Mentor Foster Carers**
 - Level Three- **Experienced Foster Carers**
- [Therapeutic Parenting Programme](#)
- [Training Workshops](#)
- [How to book a training course](#)
- [Training Evaluation](#)
- [Additional Support and Development](#) **POD's and Locality Groups**
- [FAQ's](#)
- [Useful Contacts](#)
- [A-Z Training Glossary](#)
- [Course Overview](#) **Learning objectives of each course**



Welcome to Training and Development

As an independent fostering agency and therapeutic community, we are committed to training and development, providing continuous opportunities for our Foster Carers to develop the skills needed to provide outstanding care for our children and young people.

We offer a range of courses, including our unique Therapeutic Pathway shaped by innovative therapeutic practice, to ensure that Foster Carers receive the highest standard of training and support. We understand the importance of high-quality training to enable professionals to develop the necessary skills and knowledge to create a safe and nurturing environment for the children and young people we support.

We work alongside the country's foremost experts in the field of attachment, such as Professor David Shemmings OBE and our innovative practice reflects the cutting-edge research that we are involved in alongside the DfE and Kent University.

In this brochure you'll find details around our wide range of training courses, from online courses to courses facilitated by internal and external professionals who hold an extensive range of experience and knowledge to support professional development of Foster Carers and staff.



Training, Support, and Development Standards for Foster Carers (TSD)

The Training, Support and Development (TSD) standards form part of a foster carer's induction in the role. They provide a national minimum benchmark that sets out what foster carers should know, understand, and be able to do within the first 12 months after being approved. These standards were developed by the sector and were introduced in 2007, and apply to all approved foster carers in England.

Completion of the TSD Standards is a requirement for all approved foster carers in England and is referenced within the National Minimum Standards for Fostering Services 2011.

Further information about the TSD Standards for Foster Care can be accessed at:

<https://www.gov.uk/government/publications/training-support-and-development-standards-for-foster-care-evidence-workbook>

There are seven TSD standards:

Standard 1: Understand the principles and values essential for fostering children and young people

Standard 2: Understand your role as a foster carer

Standard 3: Understand health and safety, and healthy care

Standard 4: Know how to communicate effectively

Standard 5: Understand the development of children and young people

Standard 6: Keep children and young people safe from harm

Standard 7: Develop yourself

Foster carers must evidence that they have met all these standards, where these apply to the child(ren) they are caring for and complete a government developed workbook. Step by step the workbook and guidance will take you through each standard. In each of the seven standards there are a number of topics that you will need to know about.

Your Supervising Social Worker (SSW) will be able to send you further links to guidance and support can be offered by the agency if this is required.

Once you have completed your workbook, you should provide a copy to your Supervising Social Worker for verification, and a certificate of successful completion will be issued if all standards are successfully met.

Please let us know if you have any questions or concerns with regards to this, we are happy to help!

“Our supervising Social Worker has been so helpful throughout the entire process!”

Training Folder

When you are approved with Channels and Choices, you will be provided with a Training Folder. Your Training Folder should be used to gather all your evidence of learning i.e. TSD Workbook, online training and face to face training certificates etc, as well as copies of your Individual Development Plan (IDP).

The Training Folder is an easy way to keep all your achievements in one place and provide evidence to the professional network including Ofsted. It will form part of discussion during your supervision visits with your Supervising Social Worker.

Individual Development Plan

All foster carers will have an Individual Development Plan (IDP) which will be reviewed at least annually as part of the Annual Review Process. This plan is designed for Supervising Social Workers to identify with foster carers their individual training and developmental needs and to address any support that may be required for this plan to be facilitated.

Training and development will form a regular part of foster carers Supervision. If you have any further questions around your individual development plan, please contact your supervising social worker.



Family Nominated Carers

Family Short Stay Carers (backup/support carers) help ensure that the children and young people in your care remain within the extended family and support network during short stay periods.

Their training and development needs are likely to be different to full time carers, however there is an expectation that family nominated carers also offer support to our children and young people in line with the National Minimum Standards.

To address this different role, there is an expectation that family nominated carers complete an adapted set of three online training courses.

Mandatory Training courses include:

- Risk Management and Safer care
- Safeguarding
- Paediatric First Aid

The aim is to ensure that family nominated carers have sound base knowledge around safeguarding and risk management, as well as understanding of behaviours and therapeutic principles to effectively look after our children and young people.



Mandatory Training & Expectations

Mandatory training renewal should take place prior to training expiry date. If you are unsure of the expiry date, please check IDP or contact your Supervising Social Worker or Kerrie DeCicco.

We are able to issue letters for Foster Carers in employment to confirm training requirements for fostering and the date of the training. If you work for a fostering friendly employer, you may be entitled to paid time off training.

If training is not completed within 3 months of expiry date, the Supervising Social Worker will escalate the concern to the Management Team. A formal training request will be sent by the Registered Manager. Non-compliance with mandatory training expectations may require the SSW to commence a practice concern process or refer the issue to the fostering panel for their scrutiny and recommendations.

Mandatory training requirements are set out by the Fostering Regulations and National minimum Standards are therefore statutory requirements for continued approval. The agency is accountable to evidence Foster Carer training to Ofsted. We therefore urge Foster Carers to carefully plan their training for the upcoming year and appreciate your commitment to your ongoing professional development.

Pre-Panel/Approval Training

Pre-Panel/Approval training- Face-to-Face

- Skills to Foster

Pre-Panel/Approval training- Online

- Safeguarding Level 1 (Available and encouraged for other adults in the foster home)
- CSE Level 1
- First Aid
- De-Escalation
- Attachment and Therapeutic parenting
- E-Safety
- Prevent

Mandatory Courses

Mandatory Courses (Mandatory for all approved foster carers to be completed in the first year of approval and ongoing)	
Course Name	Refresher cycle/notes
Equality, Diversity & Inclusion	Complete once Face-to-Face Then choose an additional course annually from the 'EDI' e-learning catalogue of courses as a refresher
First Aid	Refreshed 3 yearly (Face to Face)
Health & Safety	One-off or refresh as directed by SSW (E-Learning)
Safe Handling of Medicines	One off or refresh as directed by SSW (E-Learning)
PACE- Introduction	Refreshed 3 yearly (Face to Face as per training schedule)
Risk Management and Safer Care	Refreshed 3 yearly (E-Learning)
Safeguarding	Introductory session ALL on approval Then choose an additional course annually from the 'safeguarding' e-learning catalogue of courses as a refresher
Safeguarding Adults - <i>Mandatory for Staying Put placements (ordinarily Main Grade or above)</i>	One off or refresh as directed by SSW (E-Learning)
Men in Care-Fostering <i>Mandatory for male foster carers</i>	One off or refresh as directed by SSW (E-Learning)
Team Teach or De-escalation Based on your identified learning and development and children's needs	Renew every 2 years (Face to Face) Team Teach is a two-day course followed by annual one day refreshers. <i>Please note, that if the refresher course is not completed prior to the certificate expiry date you will need to complete the full two-day course again.</i>

[Click to return to Contents page](#)

Level One

Mandatory courses and Therapeutic Pathway Stage One

Foster carers will not ordinarily progress to Level Two until they have been fostering for 2 years.

Mandatory courses In addition to the mandatory courses, the following courses are compulsory for all foster carers before progressing to Level 2 <i>Face-to-face, virtual and e-learning options available</i>	Therapeutic Pathway Stage 1 (Skills/knowledge/toolbox) <i>Face-to-face</i>	Additional courses and expectations Carers choose 3 additional courses per year from the A-to-Z list (To be completed at any level, in accordance with the IDP) <i>Face-to-face and e-learning options available</i>
<ul style="list-style-type: none"> • What is health (E-learning) • EHCPs – All you need to know about how to contribute to the statutory process • Promoting Positive Identity and Self-Esteem (E-learning) • Sexual Health (E-learning) • Contact and Birth Families (E-learning) 	<ul style="list-style-type: none"> • Neurodivergence Awareness- Therapy Team • Attachment, Mentalisation, Trauma & Relationship based practice- David Shemmings • Breaking Cycles and Developing Self-Awareness- Becky Davison & Alison Sawyer 	<ul style="list-style-type: none"> • Complete all daily logs within 48 hours unless otherwise agreed with LASW and SSW, monthly reports within 7 working days of the next month unless agreed with SSW. Schedule 7 Notifications and any incidents to be reported immediately. • TSDS to be completed within the first year • Main carer to attend a minimum of 4 Locality Group's per year • Main carer to attend a minimum of 6 PODs/Reflective Workshops per year • Secondary carer to attend a minimum of 2 monthly PODs per year (either day POD or Out of Hours POD)

Level Two- Mentor Foster Carers

Mandatory refreshers, Therapeutic Pathway Stage 2

Foster carers will not ordinarily progress to Level Three until they have been fostering for 4 years.

Foster carers will become Mentors to newly approved foster carers once they complete Level Two training requirements.

Mandatory courses <i>Face-to-face and e-learning options available</i>	Therapeutic Pathway Stage 2 (Skills/knowledge/toolbox) <i>Face-to-face</i>	Additional courses and expectations Carers choose 3 additional courses per year from the A-to-Z list (To be completed at any level, in accordance with the IDP). <i>Face-to-face and e-learning options available</i>
Refreshers of mandatory courses in line with schedules (PACE, Safer Care & Allegations, Safeguarding, First Aid)	<ul style="list-style-type: none"> • Therapeutic Parenting Programme 	<ul style="list-style-type: none"> • Complete all daily logs within 48 hours unless otherwise agreed with LASW and SSW, monthly reports within 7 working days of the next month unless agreed with SSW. Schedule 7 Notifications and any incidents to be reported immediately. • Main carer to attend a minimum of 4 Locality Group's per year • Main carer to attend a minimum of 6 PODs/Reflective Workshops per year • Secondary carer to attend a minimum of 2 monthly PODs per year (either day POD or Out of Hours POD) • Contributed to the development of the C&C therapeutic community events, Skills to Foster, staff interviews etc. • Adding value to the organisation e.g. mentor/support other carers

[Click to return to Contents page](#)

Level Three- *Experienced Foster Carers*

Mandatory refreshers, Therapeutic Pathway Stage 3 <i>To maintain Level 3 status, foster carers must complete mandatory training refreshers, plus at least 3 additional courses each year, continue to offer mentoring to newly approved foster carers, and support to the community.</i>		
Mandatory courses <i>Face-to-face and e-learning options available</i>	Therapeutic Pathway Stage 3 (Skills/knowledge/toolbox) <i>Face-to-face</i>	Additional courses Carers choose 3 additional courses per year from the A-to-Z list (To be completed at any level, in accordance with the IDP). <i>Face-to-face and e-learning options available</i>
Refreshers of mandatory courses in line with schedules (PACE, Safer Care & Allegations, Safeguarding, First Aid)	<ul style="list-style-type: none"> • 2 Days Enhanced Therapeutic training (Topics to be confirmed each year) 	<ul style="list-style-type: none"> • Complete all daily logs within 48 hours unless otherwise agreed with LASW and SSW, monthly reports within 7 working days of the next month unless agreed with SSW. Schedule 7 Notifications and any incidents to be reported immediately. • Main carer to attend a minimum of 4 Locality Group's per year • Main carer to attend a minimum of 6 PODs/Reflective Workshops per year • Secondary carer to attend a minimum of 2 monthly PODs per year (either day POD or Out of Hours POD) • Contributed to the development of the C&C therapeutic community events, Skills to Foster, staff interviews etc. • Adding value to the organisation e.g. mentor/support other carers

[Click to return to Contents page](#)

		<ul style="list-style-type: none">• Facilitate/Co- facilitate training• Contribute to service development through working parties to develop policy and procedure, recruitment events, staff interviews etc
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Therapeutic Parenting Programme

Therapeutic Parenting is a specialised approach that supports carers in recognising the impact of early childhood trauma on children’s emotions, behaviour, and relationships. Using the principles of **PACE** (Playfulness, Acceptance, Curiosity, Empathy), it provides practical strategies to build trust, strengthen connections, and respond with sensitivity.

The training explores self-awareness and self-regulation, which supports carers to respond therapeutically in ways that promote emotional stability, reduce shame, and support children’s capacity to learn.

Through interactive sessions, carers will learn how to:

- Use playfulness to create safety and connection
- Show acceptance to reduce shame and build self-worth
- Approach behaviour with curiosity rather than judgment to make sense of these behaviours
- Respond with empathy to strengthen trust and attachment
- Consider the impact of compassion fatigue and blocked care
- Consider appropriate and proportionate consequences to aid effective learning
- Explore repair when rupture occurs

By embedding PACE into everyday interactions, foster carers can create a nurturing environment where children feel understood, valued, and secure.

Please find below the upcoming Therapeutic Parenting Programme schedule.

Date/Time	Planned Topic	Delivered
10 th November 11:30am-1:30pm	Introductions to each other and course overview	Online, Microsoft Teams
14 th November 10am-2pm	Session 1: Introduction to PACE and Attachment	In Person, Shemmings Room
21 st November 10am-2pm	Session 2: Developmental Trauma	In Person, Shemmings Room
26 th November 10am-2pm	Session 3: Acceptance, Curiosity and the Two Hands Model	Online, Microsoft Teams
12 th December 10am-2pm	Session 4: Playfulness, Empathy and living PACEfully	Online, Microsoft Teams

15 th December 10am-2pm	Session 5: Practicing PACE and Addressing behaviours	In Person, Shemmings Room
12 th January 10am-2pm	Session 6: PACEful Parenting & consequences	Online, Microsoft Teams
23 rd January 10am-2pm	Session 7: Blocked Care and the importance of self-care	In Person, Shemmings Room
24 th February 10am-12pm	PACE reflective group	In Person, Shemmings Room



Training Workshops

These workshops cover a variety of important topics, delivered by our in-house Therapy Team, Supervising Social Workers, and Social Work Assistants. You can attend these workshops by booking a place via Bookwhen, or contacting your SSW for further details.

Date/Time	Month	Training	Delivered	Facilitated by
Monday 13/10/2025 10am – 12pm	October 2025	What is SaLT and OT? How do they support children.	In person	Pam/Sarah
Friday 14/11/2025 10am – 12pm	November 2025	How to manage when a child returns from missing	Online	Hayley/Therapist
Friday 05/12/2025 10am – 12pm	December 2025	Children's relationship to food and how this can present	Online	Lucy/Lauren
Monday 26/01/2026 10am – 12pm	January 2026	Positive risk taking and how the carers can manage risk/share responsibility with the network around them	Online	Amelia
Wednesday 11/02/2026 10am – 12pm	February 2026	Sex education/safe relationships and puberty	In person	Jess
Friday 25/02/2025 10am – 12pm	February 2026	Delegated authority	Online	Amelia
Wednesday 25/03/2026 10am – 12pm	March 2026	Workshops on using symbols and visuals	In person	Pam/Jess or Louise
Wednesday 21/04/2026 10am – 12pm	April 2026	Personal care/hygiene/self-care	Online	Erin/Sarah
Wednesday 20/05/2026 10am – 12pm	May 2026	How do we distinguish harmful sexual behaviour from developmentally appropriate	Online	Joyti/Lucy
Wednesday 24/06/2026 10am – 12pm	June 2026	Blocked Care and the Importance of Self-Care	In person	Kate/Joyti
Wednesday 15/07/2026 10am – 12pm	July 2026	Relationship building between carers and children using play – Thera Play	In person	Joyti/Lauren



How to book a training course

The early booking of courses is recommended in order to secure your place(s).

Follow the web link to Bookwhen- <https://bookwhen.com/channelsandchoices>

Bookwhen is a software used to book all face-to-face training. All training courses will be clearly displayed with the date, time, location, and course overview. If a course is full, it will show a red no entry sign.

To make a new booking –

- Select the course you want, go to ‘Select’, and add the number of tickets you need
- Go to ‘View Selections’
- Select ‘Book Now’, before inputting your email address into the booking contact box
- ‘Continue’ to add your personal information e.g. name, dietary requirements
- Once complete, you will receive an email from Bookwhen with the booking confirmation

Note: If you create a ‘Booker Account’ on Bookwhen, you can easily view or cancel all the bookings you have made.

“The course was informative and was taught in an engaging way”

Training Evaluation

We ask participants of courses to complete a training evaluation form and would appreciate your honest feedback.

This enables us to continue to offer high quality training that meets the needs of organisational and legislative requirements. This is your opportunity to put forward ideas for course improvements.



Additional Support and Development- POD's and Locality Groups

There are six weekly foster carer support meetings (PODS), where carers can meet, talk to, support, and learn from other foster carers and members of the fostering and therapy team.

POD Meetings 2026

<p>Yellow Pod</p> <p>21st January 2026 26th February 2026 1st May 2026 3rd June 2026 15th July 2026 9th September 2026 4th November 2026 16th December 2026</p> <p>Venue: Kearsney Manor Head Office Time: 10:00am – 12:00pm</p> <p>With: Kate Howland and Sharon Kerton</p>	<p>Blue Pod</p> <p>6th January 2026 24th February 2026 7th April 2026 19th May 2026 30th June 2026 15th September 2026 3rd November 2026 8th December 2026</p> <p>Venue: Kearsney Manor Head Office Time: 10:00am – 12:00pm</p> <p>With: Amelia Bell and Michelle Ockenden</p>
<p>Red Pod</p> <p>28th January 2026 11th March 2026 29th April 2026 3rd June 2026 22nd July 2026 9th September 2026 21st October 2026 2nd December 2026</p> <p>Venue: Kearsney Manor Head Office Time: 10:00am – 12:00pm</p> <p>With: Lauren Harris & Erin Thomas</p>	<p>Green Pod</p> <p>4th February 2026 21st April 2026 24th June 2026 24th September 2026 25th November 2026</p> <p>Venue: ONLINE Time: 6:00pm – 7:00pm</p>

Every two months a locality group is held; the purpose of this is to support carers to develop more local support networks and friendships which in turn may benefit our children.

These groups are social groups and are not formally structured. Each locality group is led by one carer who liaises with the other carers in their group around possible activities they would enjoy and availability (to ensure that most can attend at convenient dates).

Twice a year each locality group meets up with the children for a bigger activity such as going to adventure park or a BBQ at someone's home.

“PODs allow us to connect with other carers who understand the journey we are on”

FAQ's

What to do if I cannot attend a course?

If you are experiencing difficulty attending the core training courses, please discuss this with your Supervising Social Worker, and they may be able to help.

If you have applied for a course and received confirmation, please let us know as soon as possible if you are unable to attend, your place can then be offered to someone else. If you are delayed or cannot attend on the training day itself, please call Channels and Choices Head Office, preferably before the course start time.

We do recognise that there are often unforeseen circumstances that may make attendance at training difficult. However, Channels and Choices has a professional expectation that Foster Carers and Staff make every effort to attend. Your training record will be discussed with you during your annual review, where individual training requirements are discussed for the forthcoming year.

Will there be lunch/refreshments for courses?

There are tea & coffee facilities available throughout your training for face-to-face courses. Light refreshments are available for courses under 4 hours, and a buffet style lunch is provided for courses over 4 hours.

What if I require training that is not currently available?

If you have identified a course that is not currently available, please discuss this with you Supervising Social Worker in the first instance. They will then be able to communicate this with the Training team to explore options available.



Useful Contacts

Channels and Choices Head Office- 01304 361888

Kerrie De Cicco, Senior Fostering Administrator-

kerrie.decicco@channelsandchoices.co.uk

Sarah Belsham, Senior Fostering Admin Assistant-

Sarah.belsham@channelsandchoices.co.uk



A-Z Training Courses

A-Z	Name of course	Dates Available
A	Attachment Theory - Therapy Team	10/12/25
	Attachment, Mentalisation, Trauma & Relationship based practice - Professor David Shemmings	10/12/25 & 11/12/25 16/03/26 23/06/26
B	Breaking Cycles and Developing Self-Awareness - Becky Davison and Alison Sawyer	28/11/25 06/02/26 01/05/26
D	De-Escalation - Freedom Training	01/07/26
E	Effects of Domestic Violence on Children- Paulette Holliday	17/06/26
	Emergency First Aid - Tom Plastow	25/02/26 10/06/26
	Equality, Diversity & Inclusion - EDIFY	07/07/26
I	Introduction to SaLT & OT - Pam Thomas and Sarah Dales	05/11/25 28/01/26
	Impact on Trauma: Sensory System, Speech and Language, and Communication	08/06/26
L	LGBTQ+ Awareness Training	27/02/26
N	Neurodivergent Awareness - Pam Thomas	10/02/26
P	Prevent and Radicalisation - Prevent Kent and Medway	eLearning available through Kent Safeguarding Children Multi-Agency Partnership Multi-agency training - Kent Safeguarding Children Multi-Agency Partnership
	Protecting Children Online and Child Exploitation	03/07/26
R	Restorative Practice	24/07/26

S	Safe Handling of Medicines- OPUS	08/10/25 17/03/26 19/05/26 14/07/26
	Safeguarding	27/10/25 27/01/26 18/05/26 12/06/26- Refresher 20/07/26
	Safer Care & Allegations	31/03/26
	Self-Harm & Suicide Awareness	08/07/26
T	Team Teach	24/10/25 03/12/25 07/01/26 19/03/26 & 20/03/26 01/04/26- 1 Day Refresher 21/05/26 & 22/05/26 26/06/26- 1 Day Refresher 23/07/26 & 24/07/26
	Trauma Informed	24/03/26 10/06/26
	Theraplay Workshop	27/03/26
	Therapeutic Endings and Goodbyes- Dr Karen Treisman	18/06/26
W	Water Safety- Water Matters	21/11/25 16/01/26 13/03/26
	Working with Children at risk of or involved in group, gang and organised crime groups- Liminality Group	06/05/26
	What You Don't See: Understanding Sexual Abuse from a Child or Teenager's Point of View- Jeremy Indika	06/03/26



Course Overview

Please find below a detailed description of what to expect for each training course available at Channels and Choices.

Attachment Theory

Facilitated by professionals from our **in-house Therapy Team**, this three-hour course provides an opportunity to explore an introduction to Attachment, covering the below learning objectives:

- To understand how trauma impacts on attachment, brain development and behaviours
- To understand the different attachment styles
- To have an understanding of trauma responses, how they relate to attachment and how to work with these
- To have an understanding of neuroplasticity
- To understand how we help children to develop healthy attachments and repair past trauma

Course length: 3 hours

Attachment, Mentalisation, Trauma & Relationship based practice

This fundamental course facilitated by **Professor David Shemmings OBE** underpins a therapeutic approach, sharing invaluable experience and knowledge on Attachment, Mentalisation, Trauma and Relationships. This course includes:

- Recognising Trauma
- Unresolved Loss and Trauma
- Secure Base Model
- Effects of Adult attachment on Practice
- Attachment Quiz
- Adult Attachment Narrative

Course length: 6 hours

Breaking Cycles and Developing Self-Awareness

Part of the Therapeutic Pathway Stage 1, this informative course provides an advanced insight into attachment. Facilitated by [Becky Davison](#) and [Alison Sawyer](#), this course is designed to explore topics such as breaking the cycle, developing self-awareness, and practical elements.

De-Escalation

Course profile provided by [Freedom Training and Consultancy](#):

Parenting our foster children can be immensely stressful and a difficult task. This course has been designed to help empower you to manage behaviours that challenge. This practical training course equips foster carers with a range of de-escalation strategies to safely and effectively manage challenging behaviours and emotionally dysregulated episodes. The focus is on understanding the emotional needs behind behaviours, fostering connection, and using trauma-informed, age-appropriate techniques that support regulation, build trust, and maintain safety for both the child and the carer. Learning outcomes:

- Understand the neurobiology of stress and dysregulation in children and young people, particularly those with adverse experiences
- Identify early warning signs and triggers of escalation across different age groups
- Apply developmentally appropriate communication strategies during moments of rising tension
- Use non-verbal and verbal de-escalation techniques grounded in trauma-informed practice
- Practice self-regulation and emotional containment as a carer to maintain calm and safety
- Know when and how to seek support or use intervention protocols, including safety planning
- Reflect on post-incident responses to support recovery and promote learning for both child and carer

Course length: 4.5 hours

Emergency First Aid

Our Emergency First Aid at Work course is provided by our internal [First Aid Instructor, Tom Plastow](#). This course covers topics such as the Primary Survey, Strokes, Heart Attacks, Seizures, CPR, Diabetes, Allergy Signs and Symptoms, Shock, Fractures, Sprains and Strains, Burns, Bleeds.

Course renewal requirement: 3 Years

Equality and Diversity



Channels and Choices are proud to promote diversity and inclusion in our community. Provided by external training provider **EDIFY**, this course is designed to provide an insight into what Equality and Diversity really means, and how we can ensure representation and support is provided to the children and young people in our care.

Modules in this course include:

- What is Equality & Diversity
- Equality and Diversity Legislation
- What do we Mean by Discrimination
- Promoting Diversity
- Links Between Values, Attitudes and Beliefs
- Stereotypes, Prejudices and Discrimination
- Institutional Discrimination
- Valuing Others
- Resistance to Feedback

Course length: 3 hours

Impact on Trauma: Sensory System, Speech and Language, and Communication

This course will explore the different ways that trauma and attachment can impact:

1. the development of sensory systems including motor coordination, sensory modulation and emotional regulation
2. the development of functional communication including understanding, expressive language and interaction

In addition, we will work with course attendees to create practical strategies to support development in these areas.

Course length: 2.5 hours

Introduction to SaLT & OT

This informative workshop is delivered by our **Clinical Lead, Pam Thomas**, and our **Occupational Therapist, Sarah Dales**. Providing valuable insight into the roles of Occupational Therapy and Speech and Language Therapy, individuals will explore the areas of focus that each professions covers and most importantly, explore how these disciplines can enrich the experience and outcomes for both Foster Carers and the children in their care.

What you will learn:

- Further understanding of the role of OT and SALT
- Insight into the impact of these disciplines to support children's development

- Collaborative benefits of embedding these within practice across our community

Course length: 3 hours

LGBTQ+ Awareness Training

This course is facilitated by Barnardo's Charity.

Learning Objectives:

- Name and define some LGBTQ+ identities
- Give examples of homophobia, biphobia and transphobia, including some relevant to their own context
- Explain what normativity is
- Understand their own unconscious bias
- Demonstrate the impact of LGBTQ-phobia, normativity and unconscious bias on LGBTQ+ young people
- Analyse their practice from a perspective of LGBTQ+ inclusion, identifying their own unconscious bias
- Apply their understanding of normativity and unconscious bias to their work to make it more LGBTQ+ inclusive
- Plan actions and changes to improve their day-to-day practice

Course length: 6 hours

Neurodivergent Awareness

Neurodivergence Awareness training will provide participants with information around understanding neurodivergent young people, particularly those with autism, ADHD, and dyslexia. It aims to provide insights into neurodivergent-affirming practices that can be utilised across the Channels & Choices community. Neurodivergent Awareness is presented by our **Clinical Lead, Pam Thomas**.

Course length: 3 hours

Prevent and Radicalisation

Provided by **Kent and Medway Prevent Team**, this tailored interactive session provides an awareness of the below topics:

- Strategy and legislation. Including 2023 CONTEST refresh, Counter Terrorism and Security
- Act & the new Prevent Duty and Channel Duty Guidance 2023.
- National counter terrorism threats
- Kent and Medway context, threats, and risks
- Ideologies and narratives
- Radicalisation and vulnerability/susceptibility factors
- Vulnerability to radicalisation (V2R)

- Case Studies
- Making a referral and Prevent referral pathway.
- Contacts

Course length: 2 hours

Safe Handling of Medicines

Many children at Channels and Choices are prescribed routine medicines for a variety of conditions. Delivered by external training provider **OPUS**, this accredited pharmacist led course ensures our employees administer and store medicines safely, in line with Ofsted requirements.



Course length: 3 hours

Safeguarding

Delivered by our **Director of HR and Safeguarding Paulette Holliday**, this course provides key information about Safeguarding policies and procedures, including information on Online Safety, Reporting and Recording, and Safer Care practices. Paulette has been a Lead Associate Trainer with Kent Safeguarding Children's Multi-Agency Partnership for the last 17 years delivering Child Protection & Safeguarding, CSE, Online Safety and Radicalisation Training to professionals across Kent. Paulette is also a Home Office approved trainer and she leads on many of the courses provided to our foster carers and staff from all departments across the community. Safeguarding is paramount for ensuring the children and young people in our care, and is at the heart of everything we do.

Course renewal requirement: 2 Years

Course length: 3 hours (Refresher)

Skills to Foster

The "Skills to Foster" training equips prospective foster carers with essential skills and knowledge to effectively care for children in need of foster care. The training is a comprehensive preparation course designed for individuals looking to become foster carers. It focuses on developing the necessary skills to support vulnerable children and young people effectively. The training is typically structured into several sessions, covering a range of important topics.

Key Skills Developed in Training:

- **Understanding the Role of a Foster Carer:** Participants learn about the responsibilities and duties involved in fostering, including the importance of providing a safe and nurturing environment for children.
- **Child Development and Trauma Awareness:** The training emphasizes understanding childhood trauma, attachment issues, and the developmental needs of children in care. This knowledge helps foster carers respond appropriately to the behaviours and needs of the children they care for.

- **Safer Caring Practices:** Foster carers are trained in safeguarding practices to ensure the safety and well-being of the children in their care. This includes understanding risk assessment and developing safer caring plans.
- **Building Relationships:** The course teaches skills for building positive relationships with children, which is crucial for their emotional and social development. This includes understanding the impact of early life experiences on behaviour.
- **Working with Others:** Foster carers learn how to collaborate with social workers, schools, and other professionals involved in the child's life, fostering a team approach to care.

Overall, the "Skills to Foster" training is a vital step for anyone considering fostering. It not only prepares individuals for the challenges of fostering but also empowers them with the skills needed to make a positive impact in the lives of children and young people in care. By completing this training, prospective foster carers can feel more confident and equipped to provide the support that vulnerable children need.

Team Teach



Departmental guidance recommends that all staff who are likely to need to use physical interventions in the course of their work should receive clear guidance and appropriate training so that they can do it properly and safely. Health and Safety legislation also requires employers to provide relevant training to reduce risk wherever it is foreseeable. Team Teach training is designed to help employers who have a duty of care to fulfil that duty.

Team Teach is recognised across the UK and overseas as the appropriate training model because it was specifically designed for caring services by experience and qualified teachers and residential care workers. It provides the correct balance in reducing risk, restraint and restriction within a clear ethical framework.

At Channels and Choices, our Team Teach Instructors are internal members of staff from across the community who have completed an **Intermediate Team Teach Instructor** course, including Residential Senior Shift Leader's, the Sallygate School Deputy Headteacher, and Residential Deputy Manager.

Course renewal requirement: 1 Year

Course length: 6 hours

Therapeutic Endings and Goodbyes- Dr Karen Treisman

We are delighted to announce that Dr Karen Treisman is presenting Therapeutic Endings and Goodbyes, taking place via Zoom. Thinking about placement, school, and therapy endings and beginnings. This includes considering why endings may be difficult, what they may represent, and reflects on how we can support reparative endings/transitions.

Theraplay Workshop

Theraplay is a short-term playful approach that helps strengthen the bond between a child and their caregiver through simple, playful interactions. This workshop will provide insights into how Theraplay can use structured play to help children feel safe, understood, and connected.

Course length: 3 hours

Water Safety

Safeguarding the health and safety of not only the children in our care but the adults in our community too, Water Safety is an important part of our training program.

Delivered by external training provider [Water Matters](#), this course covers the principles of Water Safety, the impact of drowning, the range of open water environments, the hazards of open water environments, key legal requirements, and duty of care.

First and foremost, this course is about building knowledge and confidence for staff to feel confident in knowing what to do in the event a young person gets into difficulty.

Course renewal requirement: 3 Years Course length: 5 hours

Working with Children at risk of or involved in group, gang and organised crime groups- The Liminality Group

Andrez Harriott is a Criminologist, Sociologist and Organisational Consultant, trained within The Tavistock and Portman NHS Trust, specialising in the use of Systemic and Psychodynamic approaches helping organisations to engage beyond the accepted narrative and explore beneath the surface.

This training aims to provide a greater understanding of the history, current landscape, multi-layered complex issues, specific risks, and best practices when working with those most affected. The aim is to increase confidence and knowledge for each professional when working with children and young adults involved in or affected by group offending, gangs, serious youth violence, and organised criminal networks. It is essential that professionals can critically analyse and contextualise the experiences of the children and young adults in their care.

Course length: 7 hours

What you don't see: Understanding Sexual Abuse from a Child or Teenager's Point of View

A session that blends real-life storytelling, audience interaction and reflection and practical tools to help foster carers understand grooming, abuse and exploitation — through the eyes of those who have lived it. This session offers a balance of emotion,

insight and clarity — supporting safer, more responsive caregiving. By the end of this session, foster carers will:

1. Understand abuse and grooming from the inside out

Gain insight into how a child or teenager may feel in an abusive or exploitative situation — and how it can come with complex emotions, sometimes positive, sometimes negative, even when it's causing harm.

2. Strengthen their ability to spot signs when something isn't right

Learn to recognise emotional and behavioural cues that may signal a young person is at risk, experiencing harm or struggling with something from the past — and understand the hidden vulnerability behind their lives.

3. Feel more confident handling important conversations with young people

Whether it's creating a safe space for a young person to speak up or responding when they already have, carers will learn how to stay calm, present and open even in emotionally challenging situations.

Course length: 4 hours



Independent Development Plan (IDP)

Carer 1:

Last year agreed targets:

Course/CPD title	Date complete	If not complete, please state reason why

Have the Carers completed any additional Training, apart from the above? If so please list training/CPD attended:

-
-
-

Outstanding Mandatory Training

Name of Training	Expiry Date	Reason for not attending	Plan for Completion

Key training agreed for the coming year (____/____)

These can include any activities geared towards personal development, including formal training, and any other means to address identified learning needs.

Course Title	Objective	Date
Regular attendance at POD meetings	To meet with Supervising Social Worker, Therapist and other Foster Carers to share experiences and support each other.	

Summary of discussion about priorities for the year

Has the carer been proactive in accessing relevant training and updating their knowledge? How will the carer continue to develop their knowledge and understanding? Has the carer been attending POD meetings and, if so, how has this aided them? Any difficulties to attend training?

Support provided to undertake training/ Action taken (Please “tick” or “add” as appropriate)

For example:

- *Training offered by Channels and Choices*
- *Opportunities to attend POD meetings for support and learning from the experiences of other Foster Carers and the Supervising Social Worker and Therapist’s perspectives.*
- *Individual support from Supervising Social Worker during supervision.*
- *Individual support from Therapist if requested.*
- *Providing babysitting for children*

When was the above agreed with carer:

Date	Carer 1 name	Carer1 signature
Date	Carer 2 name	Carer 2 signature
Date	SSW name	SSW signature



Independent Development Plan (IDP)

Carer 2:

Last year agreed targets:

Course/CPD title	Date complete	If not complete, please state reason why

Have the Carers completed any additional Training, apart from the above? If so please list training/CPD attended:

-
-
-

Outstanding Mandatory Training

Name of Training	Expiry Date	Reason for not attending	Plan for Completion

Key training agreed for the coming year (____/____)

These can include any activities geared towards personal development, including formal training, and any other means to address identified learning needs.

Course Title	Objective	Date
Regular attendance at POD meetings	To meet with Supervising Social Worker, Therapist and other Foster Carers to share experiences and support each other.	

Summary of discussion about priorities for the year

Has the carer been proactive in accessing relevant training and updating their knowledge? How will the carer continue to develop their knowledge and understanding? Has the carer been attending POD meetings and, if so, how has this aided them? Any difficulties to attend training?

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Date	Carer 2 name	Carer 2 signature
Date	SSW name	SSW signature