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Adoption – Training Guide
Welcome to the Training Guide for Adoptive Parents.

All training we provide is listed in this Training Guide with a description and the objectives for the course. There is an expectation that Adopters will complete the Core Training as given in their Stage 1 Agreement. The Recommended and Additional Training is available to all Adopters and Foster Carers.

At the time of going to print this was an accurate record of the training available. There may be changes made over the next year and additional courses made available.

Please retain this guide for future reference

Process for applying

- Log onto www.lgss.co.uk/owd
- Click on ‘Training Courses’ button
- Select ‘Fostering & Adoption’ category
- Click on course you want to view/book
- Scroll down to book course
- Click book course
- For organisation select ‘other’
- Complete mandatory boxes.
- Job Title – please ensure you enter ‘foster carer’ or adoptive parent’
- Organisation Name – please ensure you enter ‘NCC’ or ‘Northamptonshire County Council’
- Click to agree terms and conditions
- Managers name – please enter the name of your Social Worker/Team Manager
- Click submit

Once you have submitted your booking form, you will receive acknowledgment of your booking within 24 hours.

Joining instructions will then be sent to you approx 4 weeks before the start date.

If you need to cancel your place on a course please email lgssowd@northamptonshire.gov.uk or call 01604 368123.

OWD will be taking all bookings and cancellations of training. Should OWD not be able to help with your query Jenny Waterhouse is the contact in the Fostering & Adoption Team on Jwaterhouse@childrenfirstnorthamptonshire.co.uk

*If you do not have email, please ask your supervising social worker to book you on the training you require.

Record Sheet
At the back of the Training Guide you will find a record sheet to remind you of the training courses you have booked a place on.

Transport
If you do not have transport to enable you to get to training, please discuss this with the Adoption Team.

Different methods of learning – E-Learning Training
We recognise that people learn in different ways and consequently we offer alternative learning opportunities. Learning as much as we can from the wider world helps us to understand the diverse needs of children and young people living with us.

In addition to face-to-face training sessions, we offer E-learning which is training that is available through your computer at home. This year we have increased the range of E-learning courses available to you, so that there are a wide range of subjects to choose from. (The units available are listed within the guide). Please note the eligibility criteria which is indicated on the E-learning application form.

Tell us what you think?
We do appreciate your feedback and at the end of each training session we will ask you to complete a ‘Feedback Form’ for you to give back to the Training Host. We rely on this feedback to help us plan the training we provide and ensure the quality of training provided is of a high standard. You can also email us with feedback or suggestions for future training at: a&f@childrenfirstnorthamptonshire.cov.uk
Adoption Team
Dawn May, Adoption Team Manager, 01604 361800
Lorraine Taverner, Senior Practitioner, 01604 367618

Post Adoption and Specialist Guardianship Services
Corrine Skeel, Team Manager, 01604 362161
Kelly Singer, Senior Practitioner, 01604 368845

Training & recruitment
Jenny Waterhouse, Recruitment and Training Coordinator 01604 367475
Gerry Vaughan, Recruitment & Training Social Worker, 01604 361118

Support Groups
There are regular adoption support groups across Northamptonshire. If you would like further information on these please contact the above numbers
Specifically Advised Training (Core Training)

Can't Do Won't Do – Attachment Difficulties for Children who have Experienced Early Trauma, Neglect and Abuse

The concept of attachment disorder is widely recognised amongst the helping professions. Many, if not most, looked after children will have attachment difficulties, simply by not being with their parents. For a substantial minority the problems are more severe and intractable. As the children progress through the care system and beyond, their difficulties seem to get worse, however benign their Adoptive Parents/Foster Carers and however professional their Social Workers. In this workshop we will be looking at children who stubbornly refuse to do it anybody’s way but their own. “If you can’t hear what I say, listen to what I do.”

This course will:
- Look at the environmental and neurological context of attachment formation
- Examine how early childhood trauma has long term effects
- Identify some of the recognised symptoms of attachment difficulties and their effect on Adopters
- Explore parenting and therapeutic approaches

Trainer: Maggie Pitts

‘Letterbox’ – Information Sharing between Adoptive Families and Birth Families

While all Adopters may agree in principle to the sharing of information with Birth Families, the reality and complexities of doing so can be challenging at times. This workshop is designed to help address some of these issues and we would welcome those Adopters that are about to embark on ‘Letterbox’ and those that are already participating.

*Please note it is helpful but not essential to have attended ‘Why am I adopted?’ prior to coming on this training as the two courses link together.

This course will:
- Identify what Life Story Work is and what it is not
- Demonstrate a way of working with children and young people from the perspective of the Adoptive parents and Carers
- Confirm what Adopters and Carers do with this information in the short and long term
- Provide more ideas for integrating Life Story Work into everyday life according to the needs and abilities of the child

Trainers: Kristen Northern

Life Story

“Life Story Work gives children a structured and understandable way of talking about themselves. It can produce clarity where there are dangerous or idealised fantasies. Once completed, it provides them with a record which they and, with their agreement, the adults caring for them can refer to at any time particularly when there is a crisis.” (Life Story Work by Tony Ryan and Rodger Walker)

Life Story is a practical and exciting communication tool, suitable for all ages and abilities; it helps children understand and come to terms with their past. This course aims to demonstrate this way of working with children and young people from the perspective of Foster Carers and Adoptive Parents.

This course will:
- Consider the value of ‘Letterbox’ information sharing for Adopted Children, Adoptive Parents and Birth Family
- Explore Adopters’ experiences and issues in relation to ‘Letterbox’ and look at ways of making it more meaningful for all

Trainer: Margaret Whittaker
Managing Behaviour for Under 10s

Children are more likely to express emotions, feelings and fears through behaviour than words. It is behaviour that can often be the most challenging and testing for parents and carers to deal with. The course is designed to help participants to understand what the roots of behaviours may be and offer strategies to understand and manage children’s behaviour.

This course will:

- Offer a safe environment to explore children’s behaviour using a range of teaching methods to develop understanding and strategies to manage the behaviour of children under 10

Course Objectives:

- Consider potential factors that may influence behaviour including early childhood experiences and attachment
- Learn techniques and strategies to help manage behaviour
- Identify when additional support is needed
- Give a clear understanding of the potential causes and triggers for children’s behaviour
- Develop confidence in delivering clear strategies for managing behaviour
- Recognise the importance of self-care for parents and carers and strategies to aid this

Trainers: Claire Harrison-Breed (Psychotherapist and Play Therapist)

Separation and Loss

All children who have been in care will have experienced separation and loss and it is an important aspect in the lives of most Adopters. The course looks at how adults and children typically react to loss, the grieving process and behavioural problems related to separation and loss. The course aims to identify practical ways of helping those involved move forward.

This course will:

- Identify the process of separation and loss
- Discuss reactions to separation and loss
- Look at the effect of separation and loss on children and young people
- Explore methods available to you to help and support your child or young person

Trainer: Claire Marshall
***New Course***

Understanding Your Adoptive Child
Solihull Approach
Adoptive Parenting Group
Supporting Relationships within Families

Would you like to know more about your child’s development?
Are you concerned about your child’s behaviour?
Do you know why your child has temper tantrums?
Would you like the chance to meet with other parents with children of a similar age?

Then enrol on our 10 week programme to discover more about your relationship with your child, make new friends and have fun too.

The course is planned to run from mid-April to late June/early July 2016. Final dates and venue to be confirmed early in 2016. For further information contact the Post Adoption Team.

The Aims of this course are:

- For the parents to have an increased understanding/awareness of why their child may behave in a particular way
- For parents to learn strategies on how to manage particular behavioural issues
- For parents to increase their confidence in their own parenting abilities
- For parents to have an opportunity to share ideas/experiences with others – knowing that they are ‘not alone’
- For parents to increase their own support network by making links with others

Northamptonshire
Educational Psychology Service
Introduction to Internet Safety and Cyberbullying (eg. Facebook and mobile phones)

As technology plays an increasingly key part of children’s lives from an ever younger age, the need to raise awareness of online safety amongst adults and young people has never been more important. This course provides an overview of internet safety issues for parents and carers, detailing the safeguarding implications of social networking sites, methods used by offenders to groom children online and basic strategies for minimising risks within the home. The workshop will also look in more detail at preventative and responsive measures for dealing with online incidents, including cyberbullying and access to inappropriate content.

This course will:

• Explore the popular technologies and websites that children and young people are using (e.g. Moshi Monsters, Facebook, Xbox and mobile phones)
• Discuss the risks posed to young people through modern technologies, including cyberbullying, grooming and inappropriate content
• Discuss the realities of social networking sites and explore the associated privacy issues and digital footprint
• Offer strategies for dealing with unpleasant cyberbullying incidents should they occur
• Look at free online resources and materials for parents and carers which can be shared with young people to raise awareness of e Safety

Trainers: Chris Arthur

Preparing for the Success of Adopted Children in Schools

A carefully planned preparation strategy and knowledge of the likely difficulties that could be encountered when an adopted child starts a new school will considerably enhance their chances of academic progress, success and happiness generally.

Research has repeatedly shown that an adopted child’s school experience has a dramatic effect on their happiness and behaviour as well as the lives of their foster and/or adopted family. It will also impact on their progress, educational achievement and ultimately their life chances as adults.

Much of the information given has been obtained from working with adopters and it provides their unique insight, experience and suggestions.

This course will:

• Equip adopters with the necessary knowledge and understanding of how and why to prepare for their child’s start at a new school

Trainer: Virtual School
Recommended Training

Psychology – Stage 1

“Many children and young people have complex needs often following early histories in which they have experienced extensive abuse and neglect. All of the children have experienced separation from their families of origin and often multiple moves within the care system as well. The impact of these experiences upon the children’s health, education and emotional well being is now well recognised.” (Thinking Psychologically About Children who are Looked After and Adopted. 2006 Golding, Dent et al.)

This course is designed to offer an introductory level understanding of key psychological theories that have informed our understanding of meeting the emotional and developmental needs of children and young people. This course will offer a practical and experiential training, exploring the latest and well known psychological knowledge in raising children with a range of experiences and needs. This course aims to offer a range of practical strategies and theories to help develop understanding of our children and young people and how best to meet their needs. We strive to offer a safe environment to explore key topics using a range of teaching methods to develop understanding and strategies.

This course will:

- Develop your awareness of a range of potential needs and challenges that children and young people may experience
- Recognise some of the potential complexities that early childhood experiences may bring to present relationships
- Develop knowledge in key Psychological theories that can aid our understanding of children and young people
- Enhance key skills in communicating with children and young people using a range of mediums including play and creativity
- Recognise the importance of self-care for parents and carers and strategies to aid this

Trainers: Matthew Estill

Psychology – Stage 2

Stage 2 courses can only be booked once Stage 1 has been completed.

You can then book onto the following four courses in any order:

Psychology 2 – Behaviour Management

This workshop will introduce behaviour management techniques using the well-evidenced Webster-Stratton format and will assist Adopters and Carers in developing their awareness of different techniques and how to implement these. This workshop is designed primarily for those caring for younger children (pre-school and primary school).

This course will:

- Introduce a range of behaviour management techniques
- Consider how and when to apply behaviour management techniques

Trainer: Matthew Estill
Psychology 2 – Caring for Challenging Adolescents

For many Adoptive Parents and Carers the child/young person can exhibit extremely challenging behaviour owing to the experiences that they have had before entering care. This often leads to conflict between the adolescent and the Adoptive Parent/Carer. For these children, there may be many feelings that are played out in their behaviour and this course aims to enhance Adoptive Parents/Carers understanding. It is important also that Adoptive Parents/Carers develop ways in which to help children find safer alternatives to their present means of expression.

The programme aims to:
- Give practical skills to manage the challenging behaviour
- Gain a greater awareness of the ways in which the behaviour affects the Adoptive Parent/Carer and how this can influence the way it is managed
- Consider the way that the adolescent may feel about being or having been in care
- Explore the concept of ‘giving permission’ for the young person to have these feelings

This course will:
- Help the Adoptive Parent/Carer gain a greater understanding of the impact life experience can have on behaviour
- Help the Adoptive Parent/Carer gain a greater understanding of the feelings that may be fuelling the behaviour
- Explore the balance between accepting the adolescent but not the behaviour

Trainer: Matthew Estill

Psychology 2 – Thoughts Feelings and Behaviours

Self-Esteem is a key factor in improving behaviour and academic achievement. This course combines the theory of self-esteem with a workshop in the afternoon introducing a range of practical resources which can help children and young people.

The programme aims to:
- Concentrate on the building blocks of self-esteem based on the feelings found in students with high self-esteem. These are:
  - Security
  - Selfhood
  - Affiliation
  - Mission
  - Competence

This course will:
- Explore the concept of self-esteem
- Look at how self-esteem impacts on improving behaviour and academic achievement

Trainer: Matthew Estill

Psychology 2 – Using Stories to Help Children Understand their Past and Build Attachment

This workshop introduces Narrative Attachment ideas. It will encourage Carers/Adoptive Parents to use these in order to help children understand and process past experiences, as well as to learn new skills and deepen their attachment to Carers/Adoptive Parents.

The principles apply to children of all ages but Carers/Adoptive Parents often find it easier to implement stories with younger children.

This course will:
- Look at a variety of creative techniques to help the Carer/Adoptive Parent engage the child

Trainer: Matthew Estill
Theraplay – Attachment Based Therapeutic Parenting

The Theraplay Institute has been helping parents build better relationships with their children for over 40 years. We understand that adopted and foster children often need a different kind of parenting, and that these parenting skills may not come naturally to even the best parent. The Theraplay Trainers understand neurological and developmental issues that might be challenging your child, and they will give you specific ideas and techniques to help you.

This course will:

• Help the foster carer understand that Theraplay is a child and family therapy for building and enhancing attachment, self-esteem, trust in others, and joyful engagement

• Develop the foster carer’s understanding of the natural patterns of playful, healthy interaction between parent and child

• Help the foster carer understand that Theraplay interactions focus on four essential qualities found in parent-child relationships: Structure, Engagement, Nurture, and Challenge

• Enable foster carers to develop an understanding of Theraplay sessions creating an active, emotional connection between the child and parent or caregiver, resulting in a changed view of the self as worthy and lovable and of relationships as positive and rewarding

Trainer: Jo Williams and Clarissa Prior-Jones
A Detailed Guide to Sexual Health

The UK has the highest rate of unintended pregnancies in Western Europe and soaring rates of sexually transmitted infections, with young people most at risk. However, we know that many Carers and Parents are still apprehensive when talking about sex and relationships with young people. Good quality sex and relationship advice and information can enable young people to develop self-esteem, to explore values, attitudes, beliefs and also make informed decisions about their behaviour, personal relationships and sexual health.

This course has been developed to look at the complex issues of sexual health and relationships and is suited to Carers and Parents of adolescent young people.

This course will:

- Increase knowledge of sexual health with regard to contraception, sexually transmitted infections and sexuality
- Consider how personal values and beliefs about sexual relationships and sexual health can affect how we communicate as professionals
- Develop practical skills to communicate with young people and enable the exploration of sexual health and relationships
- Develop competency to give guidance on the correct use of condoms
- Increase awareness of Sexual Health Services within Northamptonshire County Council and their local community

Trainer: Jackie Noble

Child Development

This programme aims to develop knowledge and understanding of child development as well as providing an opportunity to consider the developmental needs of Adopted and Looked After Children. It will also provide tools and resources that may assist in our communicating with children and young people.

This course will:

- Explore current ideas concerning child and adolescent development
- Consider the implications of the above for Looked After Children and Young People
- Demonstrate a variety of methods to enable participants to communicate appropriately with children and young people

Trainer: Helena Fitzhenry

Child Sexual Exploitation: Protect and Respect

A Nationwide Inquiry by the Office of the Children’s Commissioner found that 2,409 young people and children were confirmed as victims of child sexual exploitation in gangs or groups between August 2010 to October 2011 and that 16,500 were at high risk of sexual exploitation at this time. This course has been developed to increase understanding the nature of this abuse and it’s warning signs to protect children and young people.

By the end the course participants will be able to:

- Understand what ‘sexual exploitation’, ‘grooming’ and ‘trafficking’ mean
- Understand what might make a young person vulnerable to sexual exploitation
- Recognise the signs of sexual exploitation

Trainer: Ali Mills
Communicating with Children with Complex Needs

This course will introduce various techniques to aid communication with children and young people with disabilities.

This course will:
- Discuss the importance of choices
- Look at ways we communicate
- Explore aided and unaided communication
- Discuss communication alternatives
- Cover the fear factor and communication parcels

Trainer: Jackie Logue, Scope

Diversity and Equality

Valuing diversity in our society and recognising the uniqueness of each individual within it is a key requirement for Adopters and Carers. It is critical to reflect on these issues and how they impact on the children, young people and families with whom we are involved.

This course will:
- Introduce and develop your understanding of the concept of diversity
- Help you in understanding some of the legal frameworks that affect equality
- Identify the differences that contribute to our diverse population e.g. race, ethnicity, gender, age, sexuality, disability, religion, culture, background, education and many other areas
- Increase your understanding in valuing the uniqueness of each individual and the importance of our behaviour in contributing to empowering all individuals to reach their potential

Trainer: Mike McNally

Emergency Aid and Basic Life Support

If an accident happened at home or while you were out, would you know what to do? People can suffer injury or sudden illness. Effective emergency treatment before professional help arrives can go a long way to reducing the effects of illness and injury. It can indeed save a child’s life. Choosing this course may be the most important decision you ever make.

It is known that Basic Life Support is successful in 4/10 situations that involve Cardio Pulmonery Resuscitation (CPR) and 2/10 people will survive long enough to leave hospital.

This course will:
- Provide participants with information on the management of minor ailments and injuries
- Provide training on resuscitation and the management of choking for adults and children
- Consider accidents in the home and resuscitation

By the end the course participants will be able to:
- Cope with an emergency
- Identify the priorities of treatment
- Resuscitate (basic life support) adults, children and infants
- Deal with choking adults, children and infants
- Deal with the unconscious patient
- Control bleeding and treatment of minor illness/injuries
- Deal with burns and scalds
- Deal with fractures and strains
- Deal with general paediatric emergencies such as asthma, epilepsy, meningitis and febrile convulsions

Training provided by Red Cross
### Health of Looked After Children

“Healthy children have more chance of becoming healthy adults, and much adult disease and many emotional and psychological difficulties may have their roots in childhood. Research and practice evidence that children and young people who are looked after away from home have greater levels of health needs than their peers yet are less likely to receive adequate health care.” (DoH 2001)

Of particular concern is the effect of inequality and poverty on the life and health of children and young people. We want to ensure that we are all doing everything we can to help children and young people have a fulfilling and enjoyable childhood, as well as laying the foundations for a healthy adult life.

This course will:
- Identify why and how the health of children and young people in care is at risk
- Explore how parents’/carers’ approach to their own health care can influence that of the children and young people
- Consider the legal requirements in relation to the health of Looked After Children
- Identify how to manage and administer medication
- Identify how to manage the challenges of communicable diseases

Trainer: Janet Frost

### Helping Children Move to Adoption/Long Term Fostering

“Permanent family placement may be first and foremost about creating ‘new’ families for children, but children who are fostered or adopted do have thoughts and feelings about their birth family that are not easily extinguished by either physical or legal distance, or by the satisfaction of finding love and security with adoptive and foster families.” (Contact in Adoption and Permanent Foster Care – Research, Theory and Practice)

This is a practical workshop which seeks to demonstrate how Foster Carers help to prepare children for a move to an Adoptive or long term placement. It covers the early planning stages through the transition to permanent homes.

This course will:
- Establish ways in which all those involved can prepare and support children in their move from short term placements to permanent homes
- Provide information to assist those in the planning process for all children who are moving to permanency
- Acknowledge the negative impact that both planned and unplanned moves have on children and how this can be minimised

Trainer: Sally Romain
Integrating Race Equality into Fostering, Adoption and Family Link

The course aim is to improve the quality of life for the children and young people we work with particularly those who are Black or dual heritage.

At the end of the course delegates will:

- Have an introduction to Northamptonshire County Council’s Heritage Planning framework
- Have an opportunity to challenge own values, beliefs and explore ideas surrounding heritage, culture and racial identity whilst parenting Black Minority Ethnic children
- Be introduced to the legislative framework and principles, underlying the effective work with Black Minority Ethnic Families and communities
- Consider underpinning knowledge to change and improve the quality of life for those children and young people we work with particularly those who are Black or Dual-Heritage
- Gain practical skills and knowledge, address identity development

Trainers: Clare Crouch and Floyd Douglas

Managing Behaviour for Over 10s

The business of growing up is not always straightforward for young people. The young person’s feelings, fears and strive for independence may present in a range of behaviour. It is behaviour that can often be the most challenging and testing for parents and carers to deal with. The course is designed to help participants to understand what the roots of behaviours may be and offer strategies to understand and manage children’s behaviour. The course offers a safe environment to explore children’s behaviour using a range of teaching methods to develop understanding and strategies to manage the behaviour of children over 10 years old.

This course will:

- Look at the important developmental and neurological issues to consider when dealing with teenagers
- Identify potential factors that may influence behaviour including early childhood experiences
- Consider attachment needs, trust and personal development
- Provide techniques and strategies to help manage behaviour
- Identify when additional support may be needed
- Recognise the importance of self-care for parents and carers and strategies to aid this

Trainers: Claire Harrison-Breed (Psychotherapist and Play Therapist)
Safeguarding
This course aims to provide knowledge of and increase understanding of, National and Local Regulations and the procedures and legislation governing Child Protection.

This course will:
- Provide a working knowledge of the National Framework and Northamptonshire’s Structure and Procedures
- Help participants understand and appropriately respond to a disclosure of abuse
- Explore the role and responsibilities of other agencies in relation to Child Protection Work and the Child Protection Conference
- Examine and apply criteria for registration
- Enable you to understand and demonstrate knowledge of the role and responsibilities of Core Groups

Trainer: Mike McNally

Safer Caring
This course highlights how misunderstandings leading to allegations of inappropriate behaviour against Adoptive Parents and Carers may be prevented. It looks at safe coping strategies for Adoptive Parents/Carers and young people should tempers run high.

This course will:
- Provide an awareness regarding the impact of abuse
- Discuss dealing with disclosures of abuse
- Consider the implications of the above for children
- Apply a variety of methods to enable participants to communicate safely and appropriately with children and young people
- Provide information about the investigative process in the event of an allegation having been made against a Carer/Adoptive Parent

Trainer: Mike McNally

Safety in the Home
ROSPA’s aim is to improve lives by preventing accidental injury at home. This course will be focused on keeping younger children safe by developing skills in promoting safer home environments.

This course will:
- Explain the importance and need for home safety
- Identify who is most at risk from home accidents and look at the reasons why
- Explore causes, consequences and the related costs of home accidents
- Provide participants with accident prevention measures and methods of assessing, prioritising and controlling risk
- Develop skills and knowledge in effective interventions and how to evaluate them

Trainer: ROSPA
### Additional Relevant Training

**Self Harming Behaviours**
This course will provide an overview of key facts, understanding and ways to respond to children and young people who self-harm.

**This course will:**
- Develop your awareness of self-injury
- Enable carers to provide a positive and engaging approach when working with children that self-harm

Please see below for further information on self-harm:
- [www.asknormen.co.uk/self-harm-and-suicidal-ideation-conference-resources](http://www.asknormen.co.uk/self-harm-and-suicidal-ideation-conference-resources)

**Trainers:** Cazz Broxton

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**Video Interactive Guidance (VIG)**
VIG helps to promote healthy and attuned interactions between children and their parents and carers. It draws from psychological theories such as Intersubjectivity and Mediated Learning, VIG encourages and creates opportunities for positive communication with children and young people. Through this there comes a more secure attachment and positive changes in behaviour.

**This course will:**
- An insight into the underlying psychological theories of intersubjectivity and mediated learning
- An enhanced understanding of verbal and non-verbal communication
- A set of communication skills that encourage positive communication and secure attachments
- Additional information about training in VIG to become an accredited guide and make referrals for direct with children and young people

**Trainers:** Sarah Noble Kendrick

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**Workshops to be arranged**
- Autism
- Drugs and Alcohol Awareness
- Emotional wellbeing for Foster carers
- Foetal Alcohol Syndrome
- Fostering Changes catch-up
After a Child is Placed

Why Am I Adopted? (by Invitation Only)
Discussing and exploring issues around Adoption which children might raise, is often not an easy task for Adoptive Parents. This course aims to build Adopters confidence in encouraging their child to ask questions and communicate their feelings about their adoption.

This course will:
• Assist Adopters to explore their children's understanding of Adoption
• Look at developmental perspectives when talking with children about Adoption
• Develop skills in integrating communication about Adoption into everyday life

Trainer: TBC

Being a Parent – Parenting the Adopted Child (by Invitation Only)
“It is our firm belief that children hurt by abuse and neglect can learn to love and trust adults in a family setting. Growth and development continue through the life span, and it is rarely too late for a child to change. The better we understand what motivates these children the better equipped we are to help them”. (‘Adopting the Hurt Child’ – Keck and Kupecky)

Children who come into the care system will have suffered abuse and neglect which will have affected the way they think and feel about themselves and those in the world around them. Our behaviour is driven by how we think and feel – children in particular can’t tell us, they can only show us.

Parenting an adopted child with a history is a real challenge and adopters need to develop a range of strategies that help them to understand behaviours and then respond to them in helpful ways. Adoptive parents need to be willing to ‘learn their child’ and find ways of helping them to believe that adults are trustworthy and safe. Once children feel safe they are then free to grow, develop, make meaningful relationships and have fun.

This course is run in two parts.
Three weekly sessions followed by a later follow-up session.

This course will:
• Give information about developmental stages in the growing child
• Consider the specific challenges of parenting the adopted child
• Encourage participants to look beneath a child’s behaviour to understand what drives it
• Provide strategies for developing helpful routines and ways of managing which makes parenting fun and promotes healthy attachments

Trainer: Liz Cooke and Theresa Littler

Understanding your Adoptive Child the Solihull Approach
Please see page 9
Specifically advised training e-learning

Attachment and Loss

Learning Outcomes
When you have finished this course you will be able to:

1. Understand the attachment process
2. Know how to promote positive attachment relationships
3. Know about the impact of trauma, separation and loss on child development
4. Understand how intervention can assist children and young people who have been traumatised through early life experiences

Life Story Work

Learning Outcomes
The learning outcomes for this course are:

1. To know the definition of, and theory supporting Life Story Work
2. To understand the potential benefits of Life Story Work
3. To use a range of approaches to Life Story Work
4. To assess which children will benefit from Life Story Work and which would benefit from other types of intervention
5. To be able to use Life Story Work in adult social care contexts

Additional relevant training e-learning

ADHD and Conduct Disorders

Learning Outcomes
When you have finished this course you will be able to:

1. Recognise what is ADHD? symptoms, diagnosis, possible causes and prevalence
2. Understand the impact of social and environmental factors - poor attachment, poverty and abuse
3. Understand the additional difficulties
4. Find strategies, treatment options and prognosis
5. Understand statutory Assessments, Statement of Educational Needs (SEN), School Action and the role of the SENCO
6. Find general pointers for helping children with ADHD at school
7. Consider if it is a convenient label - are we over diagnosing?
8. Recognise conduct disorders - presentation, diagnosis and gender balance
9. Consider causal factors and the importance of early intervention
10. Understand multi-systemic and multidisciplinary treatment - psychotherapy, cognitive behaviour therapy and cognitive behavioural play therapy, educational support, parent counselling and medication for co-morbidities
11. Recognise a useful nine point guide to working with all children
12. Have access to some useful contacts and resources
Autism

Learning Outcomes
When you have finished this course you will be able to:
1. Understand what ASD (Autistic Spectrum Disorder) is
2. Know what the characteristics of Autism are
3. Understand specific communication issues that children and young people with Autism may have
4. Know what Asperger’s Syndrome is and how it differs from Autism

Bullying

Learning Outcomes
When you have finished this course you will be able to:
1. To recognise the signs of bullying
2. To understand the causes and impact of bullying
3. To know how to support someone who is being bullied
4. To know how to help children who bully to change their behaviour
5. To be able to structure a whole-school approach to prevent and minimise bullying
6. To know the statutory responsibilities of schools and social care providers in respect of child protection and bullying

Child Protection Awareness

Learning Outcomes
When you have finished this course you will be able to:
1. Know about child abuse, child protection and safeguarding children
2. Know what to do if they suspect a child is being harmed
3. Understand how to work with other agencies

Children and Domestic Abuse

Learning Outcomes
When you have finished this course you will be able to:
1. Understand the impact of domestic violence on parenting abilities
2. Understand the impact of domestic violence on children and young people
3. Know how to help children exposed to domestic violence to recover from trauma and develop resilience
Children and Parental Mental Health Issues

Learning Outcomes
When you have finished this course you will be able to:
1. Understand the impact of mental health issues on parenting abilities
2. Understand the impact of parental mental health issues on children and young people
3. Know how to help children exposed to parental mental health issues to recover from trauma and develop resilience

Children and Parental Substance Misuse

Learning Outcomes
When you have finished this course you will be able to:
1. Understand the impact of substance misuse on parenting abilities
2. Understand the impact of parental substance misuse on children and young people
3. Know how to help children exposed to parental substance misuse to recover from trauma and develop resilience

Communicating with Children and Young People

Learning Outcomes
When you have finished this course you will be able to:
1. Understand how to communicate effectively with children
2. Know about the principles in recording communication with children

Drug Awareness for Parents & Carers

Learning Outcomes
When you have finished this course you will be able to:
1. Understand what drug and substance use and misuse is
2. Understand the legislation in relation to drugs and their use and possession
3. Know what a number of drugs look like and understand the effects they have on a person, including:
4. Understand your own role and responsibilities with regard to a young person’s drug use
**Education and Trauma**

**Learning Outcomes**
When you have finished this course you will be able to:

1. Understand why children and young people in foster care may need help in order to achieve their educational potential
2. Know how to promote the educational achievement of traumatised children and young people

**Equality and Diversity**

**Learning Outcomes**
When you have finished this course you will be able to:

1. Understand issues in equality and diversity
2. Understand the different types of prejudice and discrimination which can affect children and young people
3. Know how issues of equality and diversity are addressed professionally

**Female Genital Mutilation**

**Learning Outcomes**
When you have finished this course you will be able to:

1. To understand the nature of FGM and its physical and emotional impact on girls and women.
2. To recognise the risk factors of girls and women likely to have FGM and be able to plan to protect them from FGM
3. To know the key agencies, roles and responsibilities available to support you in tackling the risk and impact of FGM on young women and girls
4. To be part of a national effort to eradicate FGM in the UK for good

**Foetal Alcohol Spectrum Disorder**

**Learning Outcomes**
When you have finished this course you will be able to:

1. Understand what FASD is
2. Understand diagnosis
3. Understand Strategies that can be employed
4. Understand what Plans are needed for the future
Food and Hygiene and Nutrition

**Learning Outcomes**

When you have finished this course you will be able to:

1. Understand the importance of food hygiene
2. Understand the contamination hazards and control
3. Understand the concept of nutrition and healthy eating

Healing Environments

**Learning Outcomes**

When you have finished this course you will be able to:

1. Understand the impact of the environment on recovery from trauma
2. Understand the soothing and stimulating effects of different aspects of the environment
3. Know how changing the environment can help children and young people to manage their behaviour more effectively

Impulsive Behaviour

**Learning Outcomes**

When you have finished this course you will be able to:

1. Understand cause and effect in the behaviour of traumatised children
2. Know about techniques for responding to challenging situations
3. Understand the importance of taking account of the experiences, preferences, wishes and needs of individual children and young people and their families to help them manage their behaviour

Internet Pornography and it's Effect on Young people

**Learning outcomes and objectives of the course**

1. What is pornography and how accessible and available is it on the internet?
2. Internet pornography use- some facts, figures and current online trends amongst young people
3. A warped sex education-the socio-psychological development of ideas about sex, the body, gender and sexual relationships
4. Intimacy and sexuality and the effect of pornography on relationships
5. The effect of internet pornography on the neurobiological system
6. Degradation, violence and exploitation
7. Treatment options for pornography addiction
8. Online safety and education
9. A case for openness and compulsory sex and relationship education
10. Resource ideas - young people and pornography
Life Story Work

**Learning Outcomes**

The learning outcomes for this course are:

1. To know the definition of, and theory supporting Life Story Work
2. To understand the potential benefits of Life Story Work
3. To use a range of approaches to Life Story Work
4. To assess which children will benefit from Life Story Work and which would benefit from other types of intervention
5. To be able to use Life Story Work in adult social care contexts

Making Sense of Adolescence

**Learning Outcomes**

When you have finished this course you will be able to:

1. Understand what it means to be an adolescent in the modern world
   a. Identify different stages of development
   b. Explain the particular challenges faced by adolescents
   c. Give examples of ways in which the experience of adolescence has changed over time
   d. Show awareness of cultural difference in the construction of adolescence
2. Be aware of skills needed to work effectively with adolescents
   a. Identify skills needed to build mutual respect when working with adolescents
   b. Give examples of techniques for establishing trust
   c. Identify skills for working effectively with diversity

On-line Safety and the Impact of Social Media

**Learning Outcomes**

The objective of this course is to deepen your understanding of:

- The rise of digital media and social networking.
- Internet pornography
- Guidelines for responsible internet use
- Socio-economic factors
- Digital trends and behaviour amongst young people and their possible psychological consequences
- Statutory guidance and e-safety
- Useful organisations and research throughout the course
- Conclusion: a global perspective.
Physical and Learning Disabilities

Learning Outcomes

When you have finished this course you will be able to:

1. Understand the Medical and Social Models of Disability and how these provide different approaches to dealing with disability
2. Understand the causes, types and symptoms of a variety of Physical and Learning Disabilities
3. Know the key treatments and support methods associated with these disabilities
4. Understand the nature and range of Sensory Disabilities
5. Know about a range of equipment, resources and practical techniques that are available to support children and young people with disabilities, including

Play Therapy

Learning Outcomes

Play Therapy-Interaction, encouragement and communication.

1. What is play therapy?
2. The history of play therapy and the different play therapy models
3. Life events and behaviour where play therapy may be offered.
4. The use of play therapy in different professional settings
5. Good practice in play therapy, practice guidelines, standards and core competencies.
6. Play therapist training organisations and qualifications
7. Useful contacts and literature including play therapy techniques and resources for professionals involved with children.

Positive Parenting Techniques

Learning Outcomes

When you have finished this course you will be able to:

1. Understand the socio-psychological challenges of being a child in today's world - screen time, social networking and emotional literacy
2. Know about child development - from toddlers to teenagers
3. Be aware of guiding, nurturing and encouragement - some positive parenting tips through the developmental milestones
4. Know what is positive parenting?
5. Understand The Nurtured Heart Approach - The Three Strands Methodology
6. Know how to manage challenging behaviour with gentleness and encouraging positive change and expression
7. Understand positive parenting techniques for the teenage years
8. Understand positive discipline - parenting without punishment
9. Be aware of some case studies and helpful organisations
## Promoting Health and Development

### Learning Outcomes
When you have finished this course you will be able to:

1. Understand legislation, policies and procedures
2. Know how to provide a safe, healthy and stimulating environment
3. Know about healthy care

## Promoting Positive Contact

### Learning Outcomes
When you have finished this course you will be able to:

1. Know about contact between looked after children and their families
2. Know how to manage contact

## Resilience and Recovery

### Learning Outcomes
When you have finished this course you will be able to:

1. Understand how resilience contributes to recovery from trauma
2. Know how to help traumatised children and young people to develop resilience and self-esteem

## Safe Use of Medication

### Learning Outcomes
When you have finished this course you will be able to:

1. Understand medication
2. Understand the supply, storage and disposal of medication
3. Understand the process of administering medication

## Self-Harming Behaviours

### Learning Outcomes
When you have finished this course you will be able to:

1. Understand adaptive and maladaptive behaviours
2. Know how to work effectively and safely with children and young people with eating disorders
3. Know how to work effectively and safely with children and young people who self-harm
4. Know how to work effectively and safely with children and young people who misuse substances
Sexual Development and Sexual Abuse

Learning Outcomes
When you have finished this course you will be able to:
1. Understand human sexual development and sexuality
2. Understand how to promote positive sexual health and sexual identity
3. Know about effective interventions in working with children and young people who have been sexually abused

Sexual Exploitation and Child Trafficking

Learning Outcomes
When you have finished this course you will be able to:
1. Understand the scale of national and international trafficking
2. Recognise the impact of organised abuse on children who have been exploited and trafficked
3. Identify additional factors that compound vulnerability, such as English as a Foreign Language (EAL) and absence of appropriate adult or guardian
4. Understand the complexities of ensuring child protection, such as the likelihood of being ‘re-trafficked’ after rescue
5. Work with other agencies to provide appropriate support
6. Know current legal and statutory requirements

Sexualised Behaviour

Learning Outcomes
When you have finished this course you will be able to:
1. Understand the developmental impairments and distortions that lead to sexualised behaviour
2. Understand the impact of sexual abuse on children and young people and the adults who work with them
3. Know how to work effectively and safely with children and young people with sexualised behaviour

Supporting the education of traumatised children

Learning Outcomes
When you have finished this course you will be able to:
1. Understand why children and young people in foster care may need help in order to achieve their educational potential
2. Know how to promote the educational achievement of traumatised children and young people
Teenage Challenging Behaviour

Learning Outcomes

When you have finished this course you will be able to:

1. Know normal teenage development and the psycho-biological and social pressures upon teenagers in today's society
2. Understand sex, sexuality and the body
3. Be aware of teenage behaviour and trends - peer relationships, separation and individuation and the role of social media
4. Know the cumulative effect of broken attachments on the teenage psyche
5. Understand gangs, delinquency, conduct disorder and drugs
6. Know about depression, withdrawal, anxiety and self harm as a coping strategy
7. Understand eating disorders
8. Know tools for communicating with teens within foster placements and the importance of trust and love
9. Understand emotional literacy and healthy activity

The Role of the Panel Members in Fostering and Adoption

Learning Outcomes

When you have finished this course you will be able to understand:

1. The purpose and remit of the panel member in cases of fostering and adoption
2. The legislation, regulation and practice guidance that panel members should adhere to
3. The national minimum care standards regarding the responsibilities of panel members
4. The process, within adoption and fostering panels, that aims to identify successful adopters and foster parents and the evidence sought to undertake this task
5. What legislation informs panel members in making the right decision at the time
6. Training, support and supervision of panel members
7. Recent and Proposed changes to fostering and adoption panels

Therapeutic Care: Social Pedagogy

Learning Outcomes

When you have finished this course you will be able to:

1. Understand the principles underpinning social pedagogy
2. Develop a setting based on the key aims of social pedagogy:
3. Manage risk appropriately
4. Be able to work with other agencies to provide appropriate support
5. Plan strategies, policies and procedures to enable a therapeutic setting to work towards an ideal of social pedagogy
Transitions and Vulnerability

Learning Outcomes

When you have finished this course you will be able to:
1. Understand transitions in the lives of children and young people and the range of responses to them
2. Know how to promote positive transitions

Understanding Adoption

Learning Outcomes

When you have finished this course you will:
1. Have a thorough understanding of the meaning of adoption from the perspectives of all involved—children under a care order to birth parents and foster carers
2. Have an understanding of the adoption process and the role of adoption agencies, local authorities and panel members
3. Have knowledge of adoption legislation within the UK
4. Have knowledge of the Prospective Adopter’s Report (PAR) including the January 2013 updates
5. Have information on what to expect, as a prospective adopter, of the assessment process
6. Have information on support resources for adopters, birth parents and foster carers

Understanding Child Development

Learning Outcomes

When you have finished this course you will be able to:
1. Know how to observe and record children’s development
2. Know milestones in child development
3. Know about indicators of developmental delay and developmental impairment

Understanding dyslexia and dyspraxia

Learning outcomes

When you have finished this course you will be able to:
1. Understand the terms ‘Dyslexia’, ‘Dyspraxia’ and ‘Dyscalculia’
2. Recognise the signs of Dyslexia, Dyspraxia and Dyscalculia in children
3. Appreciate examples of success stories associated with individuals with Dyslexia and/or Dyspraxia
4. To understand the concept of a ‘Graduated Response to Need’ in line with current statutory requirements, and be familiar with a template used in schools to structure and record the use of evidence-based interventions.
Please complete all details below. You will be notified once an E-Learning course has been allocated.

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- It is an expectation that an E-Learning course will be completed within three months of allocation.
- Only one course can be requested at one time. Once the course has been completed another course can be requested.
Your Training Record

It is important that you keep a record below of the training completed.

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<td>Teenage Challenging Behaviour</td>
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<td>The Role of the Panel Members in Fostering and Adoption</td>
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<td>Transitions and Vulnerabilities</td>
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